

Local Government Service

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PUBLIC LIBRARY ADMINISTRATION

By L. STANLEY JAST, F.L.A.

Chief Librarian, Manchester Corporation

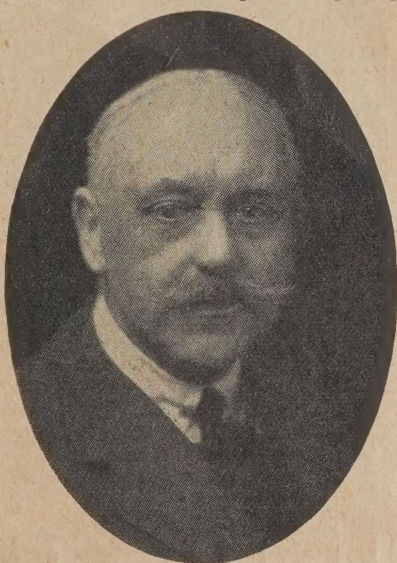
THE administration of public libraries is—fortunately, perhaps—not standardised. This statement applies in greater degree to the large public library systems—which have worked out their administrative problems for the most part independently—than to the smaller units. Systems of administration have grown generally with the growth of the libraries, and there is probably no one big library which has re-considered its administration *de novo*, in the light of what it is at the present day, and re-organised it with a single view to the best and most economical working. The older buildings—Liverpool, Birmingham, Bristol, or Leeds—would have difficulty in doing this, because for one thing they are without administrative quarters of modern design. Any odd rooms left over in the architect's plan served for administration. The new building going up in Manchester reserves a whole floor for administration offices, apart from Chief Librarian's and Committee rooms.

ADMINISTRATIVE QUESTIONS

Naturally, the size of the library or the system of libraries, if there are branches, governs vitally the question of administration. In a small library, with possibly one or two smaller branches, there is little or no separation of purely administrative work from the general work of the library; the same librarian and staff do both. When the system includes a great reference library, functioning more or less on the lines of the British Museum, with perhaps departmental libraries, such as the Commercial library, the Technical library, etc., and when the home reading is provided for by a number of buildings, scattered over the city, which include also newspaper and magazine rooms, and children's rooms, and many of which in size and staff are comparable to the chief library of smaller towns, the organisation of a separate administrative department becomes a practical necessity.

In the following rapid description of library administration, such a department is assumed. The larger includes the less, by an elimination of some processes and devolution of others. Many differences of method occur, dependent to some extent on differences in the working of the local

authority, of which the library is a part. The requirements in regard to finance, for example, differ greatly, one authority—or the City Treasurer as representing the authority—demanding all kinds of elaborate checks (which for the most part do not check) and another being much less meticulous in this regard, recognising



(Photo: F. W. Schmidt)

MR. L. STANLEY JAST, F.L.A., Chief Librarian, Manchester Public Libraries, has succeeded Lord Balmiel as president of the Library Association. Mr. Jast was hon. secretary of the L.A. from 1905 to 1915, and on its behalf he has made several trips to the United States of America. Mr. Jast was president of the Municipal Officers' Guild in 1928-29.

that the financial procedure which may be perfectly reasonable for a big trading department, like electricity or water, has little or no applicability to a library. Another difference is in the extent to which certain work is centralised. In one system each branch, for example, may select and even order its own books; in another all this is done at the centre. With the widening of the scope and more scientific organisation of material which marks the modern public library the tendency is towards further centralisation.

As finance is the basis of everything else, the accounts department will be a small, but necessary section of the administration. Unlike a trading depart-

ment the finances of a public library are simple, and the main thing after the budget has been prepared will be a careful system of checking the expenditure against the various items of the budget. Accounts for books, will, of course, be checked by the book order section of the library concerned, as the case may be, before being passed on to the financial section. It will be found convenient to associate supplies with this section. Supplies will be bought in bulk for the whole system and sent on requisition wherever needed; the requisition forms will be kept on file against each department so that a proper control of the use of supplies can be exercised. This is important, because a good deal of waste can occur in stationery and bulk material such as coal, etc., unless a check is kept.

The book order section will deal with suggestions for purchase, the listing of these for committee, the ordering of approved titles from the booksellers, the checking in of filled orders and the allocation to the various libraries. The adoption of a properly designed card blank enables all these steps as a book travels from the bookseller to the reader, to be recorded on one card, without any rewriting, the card serving finally as a part of the register of accessions. This section will also deal with books supplied on approval, and the packing and despatch of books throughout the system.

The cataloguing section will not only catalogue and classify the books of reference, but—assuming that the branch catalogues its own books—will keep a union shelf register of all books in the branches. This register will almost certainly be in card form, one card serving for all copies of a given title, the entries for each branch being written in small squares on the lower portion of the card face and on the back. Such a register, arranged in author order, is a brief catalogue of the complete lending stock, and affords the only satisfactory basis for the intelligent distribution of purchases.

The office of the Superintendent of the Branches will deal with branch rebinding and replacements, the latter, after approval, being passed on to the book order section. The working time sheets for branch staffs, exchanges, holidays, illnesses and many other matters relating to branch administration concern the superintendent, who by his regular visits to the branches secures co-operation between what would otherwise be scattered units in the service, and keeps the Chief Librarian in touch with his branches and branch librarians. He is the liaison officer between the centre and circumference.

(Continued on page 36)

OFFICIAL JARGON

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—There are few people better qualified to speak on the art of writing than Sir Arthur Quiller-Couch, and when such as he take up the cudgels against official jargon (*vide* Mr. E. L. Packer's article in the January issue of the LOCAL GOVERNMENT SERVICE) we can depend upon it that there is much ground for so doing. Official jargon, or Commercial English as it is fancifully termed, has been described as a form of writing which prefers long words and lengthy phrases and the use of abstract terms, when simpler words and phrases would suffice.

Unfortunately the matter does not end there. Jargon consists also of an entirely wrong use of words. One of the commonest of these misuses is the treatment of the word "beg"—an ill-used word if ever there was one—for constantly in practice we come across such phrases as—"I beg to say," "I beg to enclose herewith," "I hereby beg to inform you," etc., with a repetition that borders on nausea. Such phrases are not only absurd and meaningless, but they have not even the merit of being logical. How can one beg to do a thing and in the same action do it?

Another wrong practice is the word "same" used as a pronoun. It occurs in such phrases as—"I am in receipt of your favour of the 14th and thank you for same." In the first place, "favour" means nothing, and for it to be referred to later as the "same" likewise means nothing. Mr. H. W. Fowler in his invaluable work on *Modern English Usage* speaks of this use of "same" (when "it" or "them" would be better) as an illiteracy, and a fault avoided by all who have any skill in writing. It adorns the pages of the unliterary, he goes on to say, as Sunday clothes adorn the person of a working man. That is, each is shown to be out of place. I cite one example from the book. "I again withdraw the statements and express my regret for having made the same." "Them" here is much better.

Examples of a similar kind could be given indefinitely did space permit, but it will be sufficient for my purpose to name the words and phrases which were condemned in the Board of Education Report on the Teaching of English, which was issued about three years ago. The condemned words are given below, the correct terms being in parenthesis: prox (next month); ult (last month); of even date (of to-day); beg to or hereby beg to (a meaningless prefix found before verbs of all kinds); your favour, your esteemed favour, yours (your letter); per, as per (in accordance with); same (it or them); make you or quote you (make an offer, e.g., we can make you a discount); I am in receipt of your favour, your favour duly to hand, yours to hand (your letter has reached me); the favour of your imme-

diately reply will oblige (I shall be glad to hear from you at once).

Finally, I must mention what is known as Legal or lawyer's English. Is not this also a jargon? We are told that all the "herein's," the "aforesaid's," the "hereinafter referred to's" are necessary for a proper understanding of the point in dispute. A straightforward piece of English prose would be clearer.

Yours, etc.,
A. JAMESON.

Gee Cross, Hyde.
January 10, 1931.



ORIEL COLLEGE

One of the oldest colleges in Oxford, Oriel, the scene of the Nalگو Summer School to be held from July 25 to August 8, possesses features which represent modernity no less than age. Adam de Brome, almoner of Edward II, obtained the Royal licence to found a college, but surrendered his rights to the king in 1324. Edward then issued the charter and statutes and appointed Brome to the Provostship. Bequests led to an extension of the original foundation of Provost and ten Fellowships. St. Mary's Church and its manse were presented to the college by the founder and the manse became a Hall with a principal of its own. Incorporation with the college occurred in 1902. Tracing the title, one finds that Oriel was dedicated to St. Mary the Virgin, and its present name (first used in 1307) was derived from a tenement called La Oriele, which had occupied part of the college site, and which had been presented to Eleanor, wife of Edward I by her chaplain, James of Spain.

The buildings which now face Oriel Street are not coeval with the foundation. Such dates as 1719, 1729, and later ones are assigned to structures in the inner quadrangle. Many prominent men have been associated with Oriel, including Edward Copleston, John Keble, Richard Whately, Thos. Arnold, J. H. Newman, Edward Pusey, J. A. Froude, Matthew Arnold, and Cecil Rhodes. Liberal bequests were made by the last-named to the college. In recent years Mr. W. D. Ross, M.A., was appointed Provost. His war time record included the secretaryship of the N.E. Coast Armaments Committee and deputy-assistant secretary Ministry of Munitions, 1918-19.

LACK OF CONFIDENCE

BY a unanimous vote, members of the Southgate U.D.C. expressed lack of confidence in their chairman, Mr. A. C. Crane, J.P., and desired him to submit his resignation as chairman of the Council. This unparalleled proceeding in the annals of the Council arose as the result of certain allegations made by Mr. Crane about the conduct of the affairs of the Council. In the view of his colleagues, Mr. Crane had failed to substantiate his statements, and as he had not withdrawn the allegations, this drastic resolution was debated and carried.

It was moved by Mr. George Peverett, who declared that it had become a regrettable necessity and that the miserable farce had been unduly prolonged. There was not a shred of evidence left, he said, to show that the questions raised by Mr. Crane about tenders, internal audit, and the appointment of a medical officer of health were matters of "urgent public importance." In Mr. Peverett's view one of the gravest of the Chairman's statements was the one that since he had been a member of the Council two officers had been dismissed for dishonesty, the result of which had been that men who had left the Council's service with honour and credit had been discussed in connection with the statement. Moreover, the "two officials" were found, upon investigation, to be a junior clerk and a casual park labourer.

(Continued from previous page)

Finally there is the clerical section, which differs in no essential respect from the "general office" of any distributive organisation, except that its demands are greater in respect of the general knowledge and education of its staff than is likely to be the case in an ordinary business concern.

A brief sketch like this can mention only the "high" lights of the picture; the details and subsidiary activities would require extensive treatment for their full understanding. Generally, it may be said that a centralised administration is not merely an economical proposition—this indeed is not, or should not be, its principal aim. Rather is it to weld the whole institution together, so that the parts function as a single piece of machinery. The stocks of the lending libraries, for example, should be regarded as one collection, housed for the purposes of more effective distribution in a number of buildings. The cataloguing and classification should be uniform, and should be done as well as it is possible to do it. No library can afford to have first-class cataloguers and classifiers everywhere. The best work of branch librarians and staffs is accomplished by personal service to the readers.

JUVENILE EMPLOYMENT ADMINISTRATION WITHIN THE SERVICE

By A. L. PEACOCK, D.P.A., F.S.S.

County Juvenile Employment Officer, Cambridgeshire

AS a consequence of the consistent legislation placing increased responsibilities upon local authorities and their officers, there is a tendency for servants of our local administration to live and work in watertight compartments. Induced, as this may be, by the intense specialisation necessary to-day, there must, nevertheless, be a proper integration throughout the local government service if it is to adjust itself to the new conditions. Rationalisation is a word which is constantly on the lips of those engaged in industry and commerce. If such a process is necessary within the economic sphere, it is, to-day, no less necessary in the sphere of municipal administration. This means that local government officers as a whole cannot afford to remain unaware of the powers and duties in exercise by departments other than their own. It is not suggested that officers will require to become jacks-of-all-trades and masters-of-none, but that whilst mastering their particular duties they will require to have some knowledge of the functions of their colleagues whose business may be of a very different kind to their own.

STAFF AND PROBLEMS

The juvenile employment functions of local education authorities, within the service, provide a case in point. These functions are hardly ever referred to in the journals devoted to local government and to the work of local government officers, and it is safe to say that these functions are not clearly apprehended by the officials in general, many of whom still believe that it is only the staff of the Ministry of Labour's employment exchanges who have to deal with the problems relating to the employment and unemployment insurance of boys and girls. Therefore it might be of interest to those engaged in local governments to survey the duties of education authorities in connection with these important matters.

The general control of juvenile employment and unemployment insurance administration rests centrally with Ministry of Labour, while locally it is divided between the Ministry's own Employment Exchanges and the education authorities. In some towns it is the Ministry of Labour which undertakes the whole of the work, and in others it is the education authority; a somewhat Gilbertian situation arising entirely from the English love of compromise, a love which shows itself to a very marked degree within the sphere of local government.

The present position is that an education authority has an option of under-

taking the interdependent functions of employment and insurance for juveniles. Failing the exercise of that option, the Ministry of Labour undertakes the duties, in default. Roughly, about one half of the local education authorities now exercise their powers in these matters, and have set up juvenile employment departments within the education offices for the purpose of administration. That means that the other half have so far failed to undertake duties which clearly lie within their provinces, and for which they have the express option of performance if they would but exercise it. The reasons why these authorities should undertake to exercise their powers are set forth in the following resolution—for which the writer was responsible—passed by the National Association of Juvenile Employment and Welfare Officers, which body sent it forward for consideration by the Association of Education Committees :—

That having regard to the declared intention of H.M. Government (a) to raise the school leaving age to fifteen years plus, and (b) to lower the age of entry into unemployment insurance co-incidentally, this Association of Juvenile Employment and Welfare Officers considers it urgent and important that those local education authorities which are not exercising their powers under Section 107 of the Education Act, 1921, and Section 6 of the Unemployment Insurance Act, 1923, shall review the position in the light of the altered conditions likely to arise from the action of the Government, whose declaration affords appropriate occasion for such review; and invites the Association of Education Committees to encourage this course, having regard to the fact that these interdependent services should, on educational grounds, be operated by local education authorities, the partial closing of the gap in supervision giving added opportunity and impetus to such authorities in their general provision of educational facilities for adolescents, including the prospect of the linking of unemployment benefit payments with the continued education of juvenile claimants.

Reference has been made in the resolution to the National Association of Juvenile Employment and Welfare Officers. In view of the fact that its members are all local government officers, associated with the Juvenile Employment Departments of local education authorities, mention here is not out of place. The association lays no claim to the performance of those duties for which the National Association of Local Government Officers exists. It simply seeks to band together those men and women within the local government service who are devoting themselves to juvenile employment administration, and its objects are :—

(a) To discuss in their broad aspect, matters relevant to or bearing upon the administration of choice of employment, vocational guidance, juvenile unemployment insurance, continued education, after-care, and the general welfare of adolescents.

(b) To collect and collate information likely to be useful in the work, and in particular to observe and record for the information of members any marked features, changes or tendencies affecting the employment of juveniles that may occur from time to time.

INTEGRAL TO THE SERVICE

The juvenile employment officers hope that their colleagues in the local government service will not forget that they are an integral part of that service, and that their functions should no longer be misunderstood as, in the past, they have sometimes been. There are departments of municipal administration which have a bad habit of hiding their lights under bushels. Perhaps it is the fault of the juvenile employment officers that their own work has not been as sufficiently apprehended by their colleagues as that of other departments whose lights are not so hidden.

It remains to be said that the Minister of Labour to-day has a National Advisory Council for Juvenile Employment to advise her about the national aspect of the matters with which the Council concerns itself. Upon that Council, the local education authorities are, on the whole, quite ably represented. From top to bottom, the work of administering juvenile employment and unemployment insurance is steadily rationalising itself. May it be that, in due time, every authority in the land is exercising the powers at its disposal.

If the juvenile employment officer, within the local government service, takes a solemn vow to become better acquainted with the business of his colleagues in other departments, may he, in turn, look to those colleagues for a similar understanding of his particular task.

OLDHAM PROTEST

At Oldham an unfortunate situation has arisen out of the approval of a recommendation of the Health Committee appointing an ex-councillor, uncertificated, as Assistant Meat Inspector at a salary of £300 a year and the matter has been taken up strongly by N.A.L.G.O. in conjunction with the Sanitary Inspectors' Association. The facts are as follows; a number of qualified applicants presented their credentials to the Council, and seven qualified Inspectors were placed on the short list. The district officer has the matter in hand.

QUESTIONS OF SALARY

The communication which has been addressed from the headquarters of Nalgo setting out the recommendations of the Royal Commission of Local Government, deprecating the publicity given to invidious discussion of personalities in connection with questions relating to salaries of individual officers, came before the Ulverstone Urban and Cockermouth Rural Councils recently. In the case of the former authority, the Clerk was instructed to reply approving the spirit of the letter so far as it was applicable to that Council.

GLASGOW'S TRANSPORT

IN his New Year message to the staff of the Glasgow Corporation's Transport Department, Mr. L. Mackinnon, the general manager, stresses the importance of salesmanship and service in connection with supplies which are under public control. The Corporation in their recent Parliamentary Bill were successful, Mr. Mackinnon observes, in obtaining protection for their transport within the city area. "This was a notable achievement, but protection, or monopoly, carries with it corresponding responsibilities of service . . . and passengers are entitled to expect an even higher standard of treatment from an undertaking placed in such a privileged position." Every employee, whether knowingly or not, is advertising the Department, either for good or ill. He refers to a subtle change which has overtaken municipal transport. Formerly the trams were used a good deal for the pleasure of the ride; now this practice has almost disappeared.

The advent of the cheap motor car, Mr. Mackinnon maintains, has done much to bring about this change. Something might be done to re-cultivate the riding-for-pleasure habit, and the subject is even now being investigated by the appropriate Committee. Various types of buses were tested in Glasgow during the year, and it is not improbable that vehicles propelled by a form of motive power not previously used in Glasgow will soon be employed for the conveyance of passengers. An oil-engined chassis will shortly be put into service, and tests are also being made with a Daimler fluid fly-wheel engine.

Evidently under the vigorous administration of Glasgow's general transport manager, the service will not be allowed to lag behind the times. J. B.

YORK CITY COUNCIL

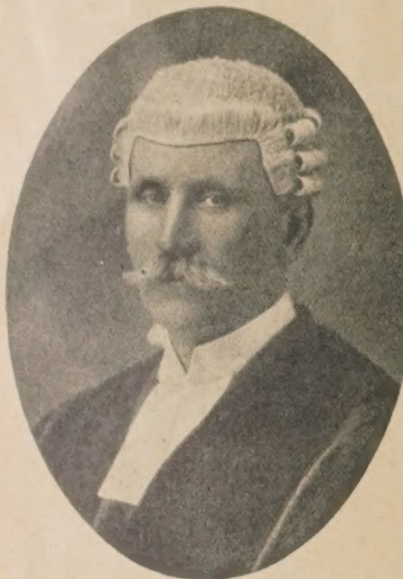
The York City Finance Committee at the meeting of the City Council will recommend the Council formally to adopt the Local Government Officers' Superannuation Act, 1922.

An actuary has been engaged in considering the cost of the application of the Act to the Corporation staff who are at present not provided with pensions, and he estimates that the cost will be £7,172. Pensions for officers in the trading departments amount to £720, and to servants £2,241, making a total of £2,961; to officers in the departments supported by the rates £2,602, and to the men £1,609, a total for the rating departments of £4,211.

HEALTH VISITORS.—Among the main point discussed at the Conference of Superintendents of Health Visitors, at Leamington Spa, were Student Health Visitors in Public Health Departments and Promotions and Salaries. A further conference will be held during July.

PRESTON TOWN CLERK

HIS MAJESTY the King's New Year Honours List contained the name of one worthy representative of the administrative side of local government—that of Mr. Alfred A. Howarth, Town Clerk of Preston, upon whom was conferred a knighthood. Mr. Howarth occupies a position high in the esteem of his townsfolk and the greatest satisfaction has been expressed in his native place, where his character and abilities are so well appreciated. Preston recognised his great service to the town as far back as 1926, when he received the honorary freedom of the borough. A few months ago his brother officials presented him with a silver salver to mark the completion of fifty years with the Corporation, which he entered as office boy. His latest honour, coming, as it does,



SIR ALFRED HOWARTH

after a life-time's service, marks a wider recognition of those qualities which have won for Mr. Howarth such admiration in whatever sphere he has moved.

Mr. Howarth has spent the whole of his life in Preston. He was born September 25, 1867, and received his education at St. Paul's School. In 1879, at the age of twelve, he entered the office of the Town Clerk and passed from stage to stage until, in 1893, he became chief clerk in the department. Then, in November, 1902, he was articled to the late Mr. Henry Hamer, his predecessor as Town Clerk, and in March, 1906, qualified as solicitor. In the November of the same year he was unanimously appointed deputy Town Clerk, and on August 29, 1900, on Mr. Hamer's retirement, he succeeded to the office of Town Clerk and likewise Clerk to the Urban Sanitary Authority, the Port Sanitary Authority, the Local Education Authority, and the Registrar of the Borough Court of Pleas.

AGRICULTURAL EDUCATION

TO the many officers and other workers employed in connection with Agricultural Education and Research, little would appear to be known of the varied and valuable activities which come under the auspices of the National Association of Local Government Officers.

There must still be a large potential membership in the counties, and one would like to see non-members enrolled in the Association.

In the January issue of *LOCAL GOVERNMENT SERVICE*, Sir William E. Hart dealt extensively with the future development of our public services. The article shows how important it is to deal with the possibilities of the future. At the same time, as the hope of the future is in the child, so the hope of the harvest depends upon effort in the spring time. Research in Agriculture is in its infancy. Development is necessary and vital. Factors which make for progress in agriculture are similar to those which make for improvement in other public services.

N.P.L.O.A. APPROVED SOCIETY

THE last meeting of the Committee of Management Sub-Committee of the National Poor Law Officers' Incorporated Approved Society was held on January 12 at 24 Abingdon Street, Westminster. The Society was amalgamated with the Nalگو Approved Society on January 1 and the members were automatically transferred into the latter society on that date. One large society is now catering for persons in the local government service who are compulsorily or voluntarily insurable. The amalgamation has not affected the benefits payable to either bodies of members. The N.P.L.O.A. members will continue to receive their present scale of additional benefits until June, 1935, when the society will be valued as a whole and a new scheme of benefits adopted.

Mr. G. W. Coster, O.B.E. (Liverpool), and Mr. G. T. S. Walters (Hertford), the president and vice-president respectively, have been elected vice-presidents of the Nalگو Approved Society and they have permanent seats on the committee of management. In addition, Mr. R. P. Harpham (Sheffield), Miss E. N. Gwynne (London), Mr. R. W. Ramsay (Leicester) and Miss M. E. Taylor (West Kirby), have been elected on the committee until July, 1932, when the committee will be re-constituted in the usual way by inviting the twelve largest branches to nominate a representative.

The final report of the N.P.L.O.A. Approved Society is being printed and copies will be circulated amongst the members in due course.

THE FREEDOM OF THE BOROUGH

By C. KENT WRIGHT, B.A.

Deputy Town Clerk Hampstead.

MONDAY, AUGUST 23, 1773.—We went and saw the Marischal College, and at one o'clock we waited on the Magistrates in the Town Hall, as they had invited us, in order to present Dr. Johnson with the freedom of the town. Dr. Johnson was very much pleased with this mark of attention, and received it very politely. There was a pretty numerous company assembled. It was striking to hear them all drinking, "Dr. Johnson! Dr. Johnson!" in the Town Hall of Aberdeen, and then to see him with his burgess ticket, or diploma, in his hat, which he wore as he walked along the street, according to the usual custom.—BOSWELL: *Journal of a Tour to the Hebrides*.

It is only since 1927 that Metropolitan Borough Councils have been empowered to confer upon persons of distinction the Honorary Freedom of their Boroughs. Section 62 (1) of the London County Council (General Powers) Act, 1927, provides that a Metropolitan Borough Council may, by a majority of not less than two-thirds of the number voting at a meeting of that Council specially called for the purpose, with notice of the object, admit to be Honorary Freemen of their Metropolitan Boroughs, persons of distinction and any persons who have rendered eminent services to that Borough. A similar power is vested in Corporations outside the Metropolis by virtue of the provisions of the Honorary Freedom of the Boroughs Act, 1885.

PECULIAR CUSTOMS

It is interesting to note the historical associations appertaining to the admission of Freemen. Before the passing of the Municipal Corporations Act, 1835, there existed in the corporate boroughs a certain class of persons known as Freemen. They formed a constituent part of the Corporation and as such enjoyed special rights and privileges. Each English borough admitted Freemen according to its own peculiar custom and bye-laws. The rights and privileges of a Freeman, though varying in different boroughs, generally included a right to vote at Parliamentary Elections of the Borough and exemption from tolls and dues. In 1835 the Freemen ceased to be a part of the body corporate. The Act of 1835 respected existing usages, however, and every person who was then a Freeman remained one, retaining at the same time all his former rights and privileges. The right to be admitted as a Freeman of the borough rested on the custom of the borough and varied according to its Charter. Generally the Freedom of the borough might be claimed by birth, servitude (i.e., apprenticeship) to a Freeman, purchase, gift or marriage.

The admission of Freemen is now

regulated by the Municipal Corporations Act of 1882.

By section 201 of that Act, the term "Freeman" includes any person of the class whose rights and interests were reserved by the Act of 1835 under the name either of Freeman or of Burgess.

By section 202 no person can be admitted a Freeman by gift or by purchase; that is to say that the only qualifications which are now recognised are birth, servitude or marriage. The Honorary



MR. C. KENT WRIGHT

Freedom of Boroughs Act, 1885, however, makes an exception, as by that Act the Council of every borough may from time to time admit persons of distinction to be Honorary Freemen of the borough. The Town Clerk of every borough keeps a list which is called the "Freeman's Roll," and the name of any person who claims to be admitted a Freeman by birth, servitude or marriage, when his claim has been examined by the Mayor and established, is inscribed upon the Roll by the Town Clerk.

Special distinction has always attached to the granting of the Honorary Freedom of the City of London, which has been conferred on some of the greatest of men. The provisions of the Municipal Corporations Act with regard to the admission of Freemen do not apply to the City Corporations. The conditions precedent are that such privilege must be authorised at a meeting specially called for the purpose, and that it must be passed by a majority of not less than two-thirds of the

Council. The procedure regarding the Special Meeting varies in different towns. At some places the resolution conferring the Honorary Freedom is passed at the Special Meeting and the Honorary Freeman is thereupon admitted.

LONDON'S FREEMEN

Up to the present only a few out of the twenty-eight metropolitan boroughs (excluding the Corporation of the City of London) have availed themselves of the privilege granted by the Act of 1927. The first recipient of the Honorary Freedom of a metropolitan borough was the late Alderman Sir Wakelin Saint, on whom the Islington Borough Council conferred this honour in April, 1928. In July, 1928, the Royal Borough of Kensington conferred the Freedom of the Borough on H.R.H. Princess Louise, Duchess of Argyle, who had always taken a kindly interest in the welfare of the Borough in general and, in particular, in the Princess Louise Kensington Hospital for Children and the Kensington Division of the British Red Cross Society. In October, 1928, the Lambeth Borough Council conferred the Honorary Freedom of their Borough upon the Rev. and Right Hon. Randall Thomas Davidson, late Archbishop of Canterbury. In April, 1929, the Metropolitan Borough of Finsbury accorded a similar honour to Mr. Enos Howes, the first Mayor of Finsbury, in recognition of his eminent services to the Borough during a period of fifty years. Also in 1929 the Fulham Borough Council admitted as Freemen of their Borough, Mr. James Matthew Littleboy, J.P., Alderman William James Waldron and Mr. Edgar John Sainsbury, L.C.C., all of whom had rendered outstanding services to that Borough. At Hackney, the Rev. J. Hillman was made the first Freeman of the Borough, and in July, 1930, the Hammersmith Borough Council conferred a similar honour on Sir William Bull, P.C., J.P., who for many years had represented the Borough in Parliament.

Local Government Officers throughout the country will be delighted to know that the Hampstead Borough Council is now to confer on the President of N.A.L.G.O. the highest distinction which it is in their power to bestow and that, on the fourth of February, its members will make Arthur P. Johnson, M.A., who was Vestry Clerk to the Parish of St. John, Hampstead, from 1892 to 1900, and Town Clerk of Hampstead from 1900 till January 12 of this year, the first Freeman of that Borough.

STAFFING AT RUGBY

Staff reorganisation in preparation for the extension of the Rugby Urban District has been completed. Under the General Purposes Committee's report, a number of new officials are to be appointed including an additional sanitary inspector, a road foreman and an assistant accountant. The new district will have an increased population of 44.27 per cent. Its area will be increased by 328.13 per cent. and its rateable value 24.27 per cent.

SUPERANNUATION AND PARLIAMENTARY BILLS

BY THE LEGAL SECRETARY

THE following important communication, dated January 17, has been received by N.A.L.G.O. from the Ministry of Health:—

"I am directed by the Minister of Health to refer to the case of the *Mayor of Stoke Newington v. Richards*, reported in 1930 1 K.B. 222, in which the High Court decided that fees received by the Town Clerk of a Metropolitan Borough as Registration Officer under the Representation of the People Act, 1918, are "emoluments of his office" for the purpose of the Superannuation (Metropolis) Act, 1866. The Minister has had under consideration the bearing of this judgment on the interpretation of the definition of salary in the Local Government and other Officers' Superannuation Act, 1922, which includes the words "all fees and other payments made to an officer or servant as such for his own use."

The Minister is now advised that these words are wide enough to cover the following sums: (a) Fees received and retained for his own use by a town clerk or clerk of a County Council as Registration Officer or acting Returning Officer under the Representation of the People Act, 1918. (b) Fees received and retained for his own use by the Clerk to a Local Authority as Returning Officer at an election of Urban or Rural District Councillors or Guardians or Parish Councillors. (c) Fees received and retained for his own use by the Clerk to any Local Authority as Registrar under the Land Charges Act, 1925.

He is also advised that: (a) Clerks and canvassers appointed by a clerk of a County Council as Registration Officer are, in so far as their employment for registration purposes is permanent, employed by the Clerk of the Peace "for the purposes of any office held by him as such Clerk" within the meaning of Section 28 of the Act of 1922. (b) Section 28 of the Act of 1922 is also applicable to deputy Registration Officers and Deputy Acting Returning Officers appointed by a Clerk of a County Council, and (c) The remuneration of an officer of a Rating Authority designated by the authority at the request of the Registration Officer under the Overseers Order, 1927, to perform the duties of overseers in relation to the preparation of the Jurors Book or the Register of Electors is received by the designated officer as an officer of the Rating Authority."

A few days earlier the Camberwell Borough Council was informed that the Minister had been advised that the fees received by a Town Clerk as Registration Officer under the Representation of the People Act, 1918, are covered by the definition of emoluments in Section 3 of the Camberwell and Other Metropolitan Borough Councils (Superannuation) Act, 1908. The definition of emoluments in that Act, although not quite the same as the definition in the Superannuation Act of 1922, includes the words "all fees, poundage and other payments made to any officer or servant as such by the Council for his own use." As the definition of emoluments in the Poor Law Officers' Superannuation Act, 1896, also includes "fees, poundage, and other payments made to any officer or servant as such for his own use," it would seem clear that the fees received by a Clerk to the Guardians for acting as Returning Officer at Guardians' elections should be deemed to be an emolument for the purpose of

reckoning any superannuation allowance payable to him under that Act.

LOCAL GOVERNMENT ACT, 1929 SECTION 121

In spite of the provisions of Sub-section (1) of Section 121 of the Local Government Act, 1929, which are:—

Every transferred officer shall hold office by the same tenure and on the same conditions as immediately before the appointed day, and while performing similar duties shall, in respect thereof, receive not less salary or remuneration than the salary or remuneration to which he would have been entitled if this Act had not been passed

certain County Councils and County Borough Councils to which officers were transferred under Sections 119 and 120 of the Act are proposing to reduce the salaries and allowances of certain of such officers, although they are still performing duties similar to those which they were carrying out immediately before the appointed day.

N.A.L.G.O. has recently taken the opinion of Sir Lynden Macassey, K.C., in regard to a number of questions which have arisen under this Sub-section. He has advised:—

- (a) That the salaries of transferred Poor Law officers cannot be reduced whilst they are performing duties that are similar to those which they were performing immediately before April 1, 1930, and that the only way in which the Council can reduce the salaries is to terminate the officers' appointments and then re-appoint them at a reduced salary.

The following is an extract from his opinion:—

"Under such circumstances, a question will arise as to the measure of compensation payable to such an officer, whose salary is so reduced. His claim for compensation will be in respect of the termination of the old appointment, but the new salary will be brought into account as provided by paragraph 14 of Schedule VIII.

This is unlike the case of a reduction of salary of an officer called upon after transfer to perform duties which are not similar to those he was performing before transfer. Under those circumstances the claim for compensation would be in respect of diminution of salary only. It also should be remembered that a transferred officer who is compensated in respect of the whole of his former salary and accepts a new appointment with similar duties at a lower salary is entitled to a return of any superannuation contributions paid by him under Section 8 of the Act of 1895. His superannuation in respect of the new appointment must be computed without regard to the service in the old appointment which would be by itself a subject of compensation.

On the other hand, when an officer's salary is reduced in a case where he is called upon after transfer to perform duties not similar to those he was performing before transfer, he is not entitled to a return of superannuation contributions and his whole service must be reckoned when his superannuation comes to be computed."

- (b) That it is very doubtful, in view of the clear and specific provisions of Sub-section (1) of Section 121 of the Act of 1929, whether it would be competent for an officer performing, after transfer, duties similar to those which he was performing before transfer, to agree with the County Council or County Borough Council for a reduction of salary. In regard to this counsel says: "For such an agreement there seems to be no authority in the Act, and I think it might place the officer making such an agreement in serious difficulties in regard to compensation if the point was taken."
- (c) That if an officer after transfer continues to perform the same kind of service as he performed before transfer, then no matter to what extent the number or quantity or volume of the services may vary, the services will still continue to be similar. In other words, similarity of service depends on quality and not upon quantity. This point came frequently before Munitions Tribunals and finally before the Court of Munitions

Appeals during the War. Under various agreements with the trade unions, women had to be paid the same rate of wages as men if they were performing similar services. It was always held that no matter how much the production of the women might fall below the production of the men, nevertheless if the work was of the same kind the services were similar. Counsel says he has no doubt whatever that this is the true rule. That the cash allowances for rations received by officers before transfer cannot be reduced by the County Council or County Borough Council whilst the officers are performing similar duties. Counsel cites cases to show that such allowances for rations are part of the officers' remuneration.

- (e) That the travelling allowances of transferred Road Surveyors cannot be reduced whilst they are performing similar duties.

THE following Bills contain points of interest to Local Government Officers:

HOURS OF INDUSTRIAL EMPLOYMENT BILL

This Bill limits the statutory working hours of workers in industrial undertakings to eight in any day and forty-eight in any week. By Clause 12, Sub-Clauses (1) and (5), a large number of undertakings of Local Authorities will be included as industrial undertakings, but by Sub-Clause (3) persons holding positions of supervision and management, or employed in a confidential capacity or wholly or mainly in clerical operations, are excluded from the operation of the Bill.

The Bill was down for Second Reading on January 20.

LOCAL AUTHORITIES (ADMISSION OF THE PRESS) BILL

This Bill provides that representatives of the Press shall be admitted to the meetings of every Local Authority provided that an Authority may temporarily exclude such representatives from a meeting as often as may be desirable at any meeting by a resolution passed by a majority of two-thirds of the members present.

For the purposes of the Act, the expression "Local Authority" means (*inter alia*) the council of a county, county borough, borough (including metropolitan borough) urban district, rural district, parish, an education committee, a district education committee, a public assistance committee, a Guardians' committee, or any other sub-committee of a public assistance committee, an assessment committee, any body or committee appointed by a local authority so far as respects any acts or proceedings which are not required to be submitted to the local authority for its approval, and any committee of a local authority consisting of the whole number of members of the Authority.

The Bill was read a second time on December 5, 1930, and committed to a Standing Committee.

EDUCATION (LOCAL AUTHORITIES) BILL

One of the objects of the Bill is to restrict the increase of local education authorities by reason of the re-arrangement of local areas under Section 46 of the Local Government Act, 1929. The intention is that unless a non-county borough

(Continued on page 41)

WOMEN IN THE SERVICE

Equality of Payment and Status

RIGHT TO REPRESENTATION

THEY also serve who only stand and wait, Milton declaimed in a famous line, and sometimes one has thought that the women employed in the local government service, and especially those who are members of N.A.L.G.O., exemplify the truth uttered by the great poet of the Commonwealth. We stand and we wait, in accordance with behest.

At first it was difficult for a woman in the local government service to gain her foothold, and it is only slowly and by painful degrees that her position becomes more secure. By increasing numbers women have entered the ranks of N.A.L.G.O., where they are a minority. Nevertheless, they derive many advantages from their affiliation with this great organisation. Our names were added to its roll because we felt that safeguard would come from the payment of subscriptions; and there can be no doubt that expectation has been verified. We belong to N.A.L.G.O., but until women make their voices heard more frequently N.A.L.G.O. will not belong to us.

OUR POINT OF VIEW

One reason why, in proportion to the total membership, the number of women included is not greater, is because most of the trades and professions required for the performance of the duties of local government are those in which men predominate. Already, with the coming of public assistance, we see signs that this state of affairs may change. Of public assistance officers, comparatively few are women, though there is every reason to believe that the duties which fall within their province are of a kind that women could perform excellently.

There are conditions of service which cause us to deal with subjects which are essentially concerned with the life of women and the home. The basic facts in these cases will remain unaffected by the number of our women members unless we take action to repair the deficiencies of the past. Indeed, almost every subject presents itself to women in a manner which makes it necessary for them to state a view complementary to that which is held by the opposite sex. Unless the views of men and women respectively are jointly taken into account, there cannot be complete vision of the problems as a whole.

Why have women but little representation in the administrative work of our Association? Surely it is because we have not taken a sufficiently active part in its proceedings. For us to remain mere subscribers only and never in truth become members of the body, would be to relegate ourselves to an inferior position in this organisation.

Those who are engaged in branches of local government service which employ women should not merely take the view that membership of N.A.L.G.O. is an advantage to them personally. As a matter of right, they should have adequate representation; but its fulfilment, as one has said, depends upon ourselves. Nor should we ask for any particular concession so that representation may be gained. As with men, women should be chosen on their merits. If we cannot ensure that women delegates are sent from branches where their membership warrants the choice, how can we suppose that the Association as a whole will recognise the contribution that women can make?

E. G.

WOMEN DOCTORS WITH PUBLIC APPOINTMENTS

Fresh interest is given to the question whether women doctors holding public appointments should relinquish their posts on becoming married by a

NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by the 20th of each month.

News of events which take place later—up to February 21st—can be inserted if correspondents will send an intimation to the Editor beforehand.

"Local Government Service,"
2 and 4 Clement's Inn, W.C.2.

recent advertisement of the Birmingham Public Health Committee. The advertisement is for a medical woman for the Maternity and Child Welfare Department, it being stated that as a condition of the appointment the post would automatically terminate on marriage.

DR. BEATRICE WEBB, of the National Federation of Medical Women, states that a request has been made that the Public Health Committee should receive a deputation at its next meeting. The Birmingham branch of the National Council of Women has also decided to send a deputation to the Public Health Committee. It will be led by Dame Ethel Shakespear, president of the branch. The Federation of University Women of Great Britain is also interested in the matter.

(Continued from page 40)

or urban district is already a local education authority it shall not become such an authority merely by reason of a rearrangement of areas under the above-mentioned section.

The Bill was down for second reading on January 20.

EQUAL PAY?

AT the recent meetings of the Royal Commission on the Civil Service, a variety of views were expressed as to the status which should be enjoyed by women in the service of government departments. In the course of the evidence then submitted, it was held by witnesses that an auditor's work frequently had to be performed under conditions unsuitable for women officers and that equal pay would be an unjust rate of recompense, because sickness prevailed among women to a greater extent than with men. Another view was that the employment of women could not extend far because on marriage the woman invariably desired to leave her occupation. Further, it was stated that women should not be paid at the same rate as men, because their responsibilities were less. Indeed, the evidence on this subject that has been taken by the Royal Commission might well serve as a handbook of arguments for and against the position of women, a problem that has been debated from many angles for the last two generations.

UNSUITABLE CONDITIONS

There was the view of Sir Malcolm Ramsay, Comptroller and Audit-General, who, whilst sympathetically disposed towards the position of women in the Civil Service, said their appointment as assistant auditors, for example, was, in practice, restricted by the very nature of the work, which in many cases, was performed outside the office and under conditions quite unsuited to women.

Another departmental head who shares the view of Sir Malcolm Ramsay is Sir Claud Schuster, Permanent Secretary to the Lord Chancellor. "I find it very difficult to reach any conclusion in my own mind on the principle of the payment of equal rates of remuneration to women," he told the Commissioners. He admitted with characteristic frankness that he was very unwilling to pay more for an article than need be paid and that, in his view, was the problem of equal pay.

Then there was the view of Sir Warren Fisher, permanent secretary to the Treasury. He laid before the Commission very decided views on the question. Inequality of pay was, he said, justified on its merits quite apart from the question of supply and demand. He even went so far as to say that rank for rank, men were more efficient than women, but qualified this statement with the view that it was premature to prophesy about the future capacities of women, who, with experience, say in a generation or two, might overtake the men.

BRANCH & DISTRICT NEWS

DERBY

An enjoyable whist drive and dance was held at Parkfields Cedars Secondary School. The branch president, Mr. P. W. Bancroft, acted as M.C. for the whist, and light refreshments were served, followed by dancing until midnight. The Mayor, Councillor H. Hoare, attended and made a short speech.

EASINGTON

The Easington Sub-Branch held a dinner at the North of England Restaurant, Sunderland, on Saturday, January 17. The function was attended, as guests, by Mr. J. B. Swinden, Divisional Organising Secretary, and Mr. R. B. Hindmarsh, the Public Assistance Officer for the County of Durham. The dinner was followed by whist, music and dancing.

JARROW

Mr. J. Swinden, Divisional Organising Secretary, attended a specially summoned meeting of members of the branch on January 5, and in an address dealt with some phases of the work of the association, the continuous efforts to secure a compulsory measure of superannuation for their officers, and his own unsuccessful representations to the local Council to secure the adoption of a scheme of superannuation for the branch.

WHICKHAM

The first annual whist drive and dance of the Whickham sub-branch was held on January 9, and was attended by 200 members and friends. The proceeds were for the N.A.L.G.O. Benevolent and Orphan Fund. The event coincided with the amalgamation of members from the Whickham U.D.C., whose support was greatly appreciated. The prizes for the whist drive were presented by Mrs. L. Wakefield, the wife of the Clerk to the No. 8 (North Western) Guardians Committee.

WORKINGTON

Workington borough officers, who were members of the Cumberland County Branch, decided to form a branch in their own area. A general meeting was held recently, and the Town Clerk, Mr. Thomas Jackson, was elected first president, with Mr. Arthur Whitehouse, Assistant Borough Treasurer, and Mr. Frank Liversidge, Treasurer's Department, as hon. secretary and hon. treasurer. The local officers of the Public Assistance Committee have joined, the new organisation now having a commencing membership of about sixty.

GELLYGAER

The Gellygaer U.D.C. Branch has struck a new note in Nalgo activities, having presented to the Council a Chairman's Chain of Office. The presentation was made at a public meeting by Mr. Morgan Jones, M.P., Parliamentary Under Secretary to the Board of Education, who spoke of the genuine desire evincing itself daily between employer and employee to understand one another the better. He had known Nalgo for some years and had a great admiration for its work which, in his opinion, must ultimately lead to good results and an even better local Government service.

BLYTH

The Mayor and Mayoress of Blyth, Councillor J. R. Ferrell and Mrs. Ferrell, together with their deputies and Mr. J. L. Turner, Town Clerk; Mr. L. Leeper, Borough Engineer; Dr. J. S. Steedman, M.O.H.; and Mr. C. W. Grainge, Borough Treasurer, were among the guests of members of the Blyth branch at a social and supper arranged by the Social Committee on December 30. The company took part in a series of competitions and games and were later entertained by members of the staff in a sketch "Alzey's Error." Mr. H. H. Creaser, who is leaving Blyth to take up another appointment, was the recipient of a tangible token of his fellow members good wishes.

NEWCASTLE-UPON-TYNE

The annual whist drive and dance of the Newcastle-upon-Tyne Branch was held in the Old Assembly Rooms, Westgate Road, on January 16, when over 350 members and friends were present. The proceeds were for the B. and O. Fund.

SKIPTON

Skipton, Yorks., officials held their annual dinner at the Black Horse Hotel, Skipton, recently. The function was attended by the majority of the Skipton Urban and Rural District Council officials. The toast of "Local Government Service" was proposed by the chairman, Mr. N. B. Thompson, Mr. H. Riddiough, Skipton R.D.C., responding. Mr. J. B. Swinden, of Leeds, the Divisional Secretary, addressed the gathering and outlined the work of the National Association.

WEMBLEY

The first of a series of enjoyable social evenings was held by the Wembley branch of N.A.L.G.O. at the Express Rooms, Wembley, over 170 attending, including Capt. E. R. Royle, Clerk, Wembley U.D.C., president; Councillor W. J. Allen; and Mr. L. V. Gordon, surveyor of Caterham and late Deputy Surveyor of Wembley. A whist drive was followed by a programme of

TO BRANCH SECRETARIES

LOCAL GOVERNMENT SERVICE is published on the first day of each month and items of news for inclusion in the current issue should reach The Editor not later than the 20th of the month.

It has, this month, been unavoidably necessary to hold over some of the branch news, owing to the lateness of its reception.

*All communications should be addressed to:
The Editor, Local Government Service,
3-4 Clement's Inn, London, W.C.2.*

entertainment and dancing, Messrs. F. D. Lewis and F. H. D. Lewis discharging the duties of M.C.'s. The prizes were graciously presented by Mrs. E. R. Royle.

LEIGH

The eleventh annual dinner of the Leigh (Lancs.) branch was held recently and proved a most successful function. There were eighty N.A.L.G.O. members present, together with twelve members of the Council. The loyal toast was proposed by the President, Dr. J. Clay Beckitt; The Mayor and Corporation by Mr. J. B. Hudson, responded to by His Worship the Mayor; and the N.A.L.G.O., proposed by Mr. I. C. Pharaoh, and responded to by Mr. Haden Corser, Divisional Organising Secretary, North Western District. Mr. R. Brooks, former secretary of the branch for five years, was presented with a barometer, as a token of esteem from his colleagues.

DUKINFIELD

An interesting event at the annual dinner of the Dukinfield branch held in the Town Hall on January 6 was the presentation of a silver salver to Dr. J. R. S. Park, who has recently retired after thirty-eight years' service as Medical Officer of Health to the Dukinfield Local Authority. The presentation was made by Mr. E. N. Stanion, chairman of the branch. A welcome was also extended to Dr. J. T. C. Roberts, formerly of Lewisham, who succeeds Dr. Park as M.O. Among those present were the Mayor and members of the Town Council and representatives of the Ashton and Stalybridge branches. Interspersed with the toasts and speeches were items by Messrs. Fleming (humorist), Heginbottom (baritone), Bröstoff (violinist), Worrall (entertainer), and Buckley (pianist).

LICHFIELD

At the recent annual meeting of the Lichfield and District Branch, the officers were re-elected. The report on the first year's working of the branch was satisfactory.

IRLAM

The first function of the Irlam Branch was held at the Palatine Cafe, Manchester, in December, thirty members and friends being present. The chairman, Mr. Edwin Jones (Clerk to the Council) presided and proposed the toast of N.A.L.G.O., which was responded to by Mr. Henry Nurse (Surveyor). An enjoyable evening was afterwards spent at the Manchester Hippodrome.

ASHTON-IN-MAKERFIELD

The Ashton Council officials held their eighth annual whist drive and dance at the Baths Public Hall on New Year's Eve. Tickets, which were limited to 300, were sold out days in advance and more than 100 applications had reluctantly to be declined. The whist programme was efficiently carried through under the stewardship of Mr. J. A. Gray, chairman of the branch; the lady prize-winners being Mrs. H. P. Close, Mrs. Lowe, and Mrs. Cecil Ward; the gentlemen's prizes were won by Mr. E. Barker, Mr. H. Wallwork, and Mr. H. Potter.

CHADDERTON

The Chadderton and District Branch of N.A.L.G.O. held an enjoyable social evening at the Town Hall, Shaw, near Oldham, at the invitation of the officers of the Crompton Urban District Council, on Friday, January 9. Mr. H. C. Broome, the President of the branch, occupied the chair. The members, numbering nearly 60, were welcomed by Councillor J. Wild, J.P., Chairman of the Crompton Urban District Council. The guests included the members of the Council and the committee chairmen of the Royton, Chadderton and Failsforth Councils. During the evening Mr. F. F. Gartside, Clerk to the Crompton Council, gave a very interesting paper entitled "Local Government."

NORWICH

The annual charity ball and whist drive organised by the Norwich and Norfolk branches of the National Association of Local Government officers, in aid of the Benevolent and Orphan Fund was held in St. Andrew's and Blackfriars' Hall, about 380 attending the dance and 250 the whist drive. The Lord Mayor, Miss Mabel Clarkson, and the Lady Mayoress, Miss E. W. Clarkson were present, supported by the president of the Norwich branch, Mr. F. M. Long, and vice-president Mr. J. E. Phillipps; City Librarian, Mr. G. A. Stephen; Deputy M.O.H., Dr. G. L. Leggatt; Clerk of the County Council, Mr. Hugh C. Davies; County Accountant, Mr. Harold Jordan; and County Land Agent, Mr. T. G. Ellis.

LIVERPOOL

Prior to the fusion of the N.A.L.G.O. and N.A.P.L.O.A., Liverpool Corporation officials had, with the exception of two self-contained sections, no sports ground or organisation catering specially for their recreation. That state of affairs has now been remedied. A Liverpool Local Government Officers' Sports Club, which came into being in 1923, under the name of the West Derby Union Officers' Guild, has widened the field of its activities, and finance, the initial difficulty, has, as the result of enthusiastic work by the members, been partially overcome.

Provision has been made at the club's own ground for bowls, tennis, football, and cricket, and a pavilion erected and opened by Sir Thomas White in December, 1923. A considerable amount of money has been expended on the ground which now has a bowling green, a cricket pitch, two football pitches, two En-tout-cas hard courts, a grass court, and a putting green. In addition, there is a ladies' hockey team.

Any member interested should write to the Hon. Secretary, 146 Brownlow Hill, Liverpool

BRANCH & DISTRICT NEWS

BRANCH MEETINGS

BLACKPOOL

An extremely satisfactory year's work was reported at the annual meeting of the Blackpool branch held recently at the Town Hall. Mr. E. Smith presided. Membership steadily increases.

BEBINGTON

The annual meeting of the Bebington branch was held in the Mayer Hall, Bebington, under the presidency of Mr. E. H. Roberts, the vice-chairman, Mr. A. W. Bright, Rating Officer to the Bebington and Bromborough U.D.C., and hon. secretary of the branch presented the annual report which gave every indication of a satisfactory year.

BLYTH

On January 12 a branch meeting was held at Blyth at which Mr. J. H. Stone and Mr. V. Grainger, chairman and secretary respectively of the North-eastern District Committee, each gave enlightening and helpful talks on the many-sided work of Nalگو. The attendance of these two officers was appreciated by the members of the branch.

BOOTLE

A new departure in the activities of the Bootle branch of the National Association of Local Government Officers was inaugurated at the Town Hall recently, when the medical officer, Dr. F. T. H. Wood, gave the first of a series of lectures on the work of the department, addressing himself to the subject of health and the school medical services. The lectures will be given by the respective heads of departments.

ASHFORD

A remarkable growth of membership is reported by the Ashford Branch of N.A.L.G.O. Four ladies have been admitted to membership. The branch officers view with satisfaction the adoption by the Ashford U.D.C. of the Local Government and Other Officers' Superannuation Act, 1922. During the year an appeal was issued to individual members to pay their own subscriptions to the B. and O. Fund, and the result is believed to have been satisfactory. The subscription of £5 4s. 1d. to the fund is the highest so far.

BUCKS

The eleventh annual report of the Bucks County Branch of N.A.L.G.O. contains much information of the activities of local government officers in that area. Membership shows a gratifying increase, the numbers at October 31 being 164 as compared with 125 for last year. The financial statement submitted at the general meeting, briefly reported in the January issue of LOCAL GOVERNMENT SERVICE, was satisfactory. The sum of £27 3s. 9d. is credited to the branch as a contribution to the B. and O. Fund, the sale of *Help Yourself Annual* amounting to £8 11s. 6d. Very little advance has been made in the membership of the Provident and Approved Society section. The facilities which this side of N.A.L.G.O.'s work offers is being impressed upon all members. The branch reports that arrangements for the fusion of the N.P.L.O.A. so far as it affected their members have been completed. A special sub-committee responsible for the negotiations has recommended that the officers shall be members of the county branch, small sub-branches being formed at convenient centres, each with a local representative to act as correspondent and collector. The cricket, tennis, table tennis and football sections are doing good work.

PRUDHOE HALL COLONY

The first annual meeting of this newly formed branch was held on January 16. Mr. V. Grainger, hon. secretary of the North-Eastern District Committee and Mr. J. B. Swinden, the divisional organising secretary, attended and addressed the meeting.

ISLE OF THANET

At the close of last year's register, the Isle of Thanet Branch recorded a total paid-up membership of 70. This was a decrease of 4. The figures of the closing year are distinctly more favourable, an increase of 61 being recorded. Of an income of £87 10s. 5d., there remains a balance of £10 17s. 6d. to be carried forward, on the general account.

DORSET

An increase in membership is reported by the Dorset County Officials Branch, a normal figure being largely augmented by the transfer of 26 members of the N.P.L.O.A. The branch Thrift Club is the one section of its activities that numbers members of the County Council among its supporters. All who participate are grateful to the organising officers of the club for making it the success it is. It is recorded that the close of the sixth cycle saw the total of £2,000 reached in subscriptions from the branch to the National Savings Association since its inception in 1927. From time to time, the committee reports, it has considered question of conditions of service, and there has been a great increase in correspondence with the local authorities.

REIGATE

The membership of the Reigate Branch of the N.A.L.G.O. continues to increase. At one time during the year the 70 mark was reached, but at the close the number stood at 67, as compared

TO LITERARY ASPIRANTS

While "Local Government Service" is not run as a School for Journalism, or a Literary College, the Editor will be pleased to consider short contributions, particularly if they are of a light character and of topical interest. Also amusing incidents which could be fittingly introduced in the Newsings Column. Sketches will be welcomed.

All contributions will be carefully considered and if found inadequate, will be returned with a note of explanation to the writers.

with 51 at the beginning. The increase is due chiefly to an influx of members of the staff of the Rural District Council. The committee has presented a memorandum to the Council on the question of superannuation, arising out of which an actuarial report has been obtained and further representations from the branch are being withheld for the present. During the year under review the Reigate Town Council adopted, and put into operation, a scale of salaries, and the committee, whilst appreciating in principle the objects of the scale, consider that the salaries embodied therein are inadequate and a resolution to this effect was forwarded to the Town Council.

CORNWALL

The chief matters engaging the attention of the executive of the Cornwall and District Branch according to the annual report, have been those arising out of the amalgamation of the N.P.L.O.A. with N.A.L.G.O. A considerable amount of work has been necessary to secure transfers, but the efforts of the branch have met with encouraging success. Under the revised constitution, the Poor Law officers have one representative for each of the five Public Assistance areas for a period of three years, and at the end of that period the number and composition of the Executive Committee will be reconsidered. So satisfactory is the financial state of the branch that a proposal to increase the subscription, made at the last annual meeting, was not proceeded with. The membership of the branch for the year is 222, being a net increase of 96 over the previous year. The amount forwarded to headquarters during the past year was £27 7s. 9d., while the sale of the *Help Yourself Annual* added £5 to the credit of the branch B. and O. contributions.

NORTH WESTERN DISTRICT

The annual meeting and dinner of the North-western and North Wales district committee was held at Preston in December. The attendance at the meeting was 178, which constitutes a new record for the district. The meeting was held at the Town Hall and the delegates were welcomed by His Worship the Mayor, Alderman T. H. Atherton. Much criticism was forthcoming on the question of the claim form for the B. and O. Fund, but resolutions calling for an amendment were defeated. The draft of the National Scale of Salaries and Service Conditions was also discussed and the meeting decided that the matter should be referred to the General Purposes Committee for further consideration. After the meeting an adjournment was made to the Bull and Royal Hotel for the annual dinner. His Worship the Mayor, the Town Clerk of Preston, Sir Arthur Howart, Sir George Etherton, O.B.E., Clerk to the Lancashire County Council, and Mr. E. W. B. Abbott, chairman of the Education Committee of N.A.L.G.O., were the principal guests. A very enjoyable meal and a musical concert followed, and a most solicitous speech by Mr. Abbott on the policy of the Association was appreciated by all present.

NORTHUMBERLAND

At the annual meeting of the Northumberland Branch held at the Milburn Street Cafe, Newcastle, Mr. J. H. Stone, chairman, and Mr. V. Grainger, secretary, of the N.E. district committee, gave addresses on the progress of the work of N.A.L.G.O. From the annual report presented indication was given of increased membership. The subscriptions from the city officials and members together with a grant from the branch funds had enabled the necessary equipment to be purchased and part use of a suitable ground secured.

The resignation of the Hon. Secretary, Mr. T. Wilson, was accepted with regret, and Mr. D. N. Holt being unanimously elected to the office. Other officer selected were:—Mr. G. A. Hudson, President; Miss M. E. Armstrong, and Messrs. C. Nuttall, H. Potts, T. Wilson, and J. Bormond, Vice-Presidents; Mr. S. T. Berry, Hon. Treasurer; Mr. A. Rayne, Hon. Auditor; Mr. W. Temperley, Hon. Assistant Secretary; and Mr. S. Appleby as local correspondent for the Provident and Approved Societies.

METROPOLITAN DISTRICT

On January 7, the East Ham Branch held its annual New Year party, to which members of the Council and staff, together with their wives and friends, were invited.

The Edmonton Branch held its annual dinner at the Midland Grand Hotel, St. Pancras, on January 19.

Hampstead Branch members were entertained to a concert in Hampstead Town Hall on January 7, and welcomed, as invited guests, the Association's staff from Abingdon Street. So good was the programme that it is remembered with pleasure for the quality it represented and for the cordial reunion that it ensured, at the same time. Such gatherings are enjoyable in themselves and they often serve the valuable purpose of consolidating a friendly spirit. Refreshments varied the proceedings, and a very enjoyable evening was spent. On behalf of all who had assembled Mr. J. E. Swindlehurst, Borough Engineer, expressed appreciation of the hospitality of the President, Mr. A. P. Johnson.

The Chelsea Borough Council has decided that, as from April 1, 1931, and so far as applicable, the scales of salaries recommended by the London District Council for Local Authorities, Administrative, Technical and Clerical Service would be adopted.

The General Purposes Committee of the Lambeth Borough Council on January 14 recommended the application of the London District Council scale, which has already been applied to the remainder of the staff, be applied to the staff in the Borough Libraries. This recommendation will be placed before the Council in due course.

BRANCH AND DISTRICT NEWS

(Continued)

SOUTH WALES AND MONMOUTH-SHIRE DISTRICT

The annual meeting of the South Wales and Monmouthshire District Committee was held in December, when there were present eighty-three delegates. On behalf of the Lord Mayor of Cardiff, Alderman R. G. H. Snook, the Deputy Lord Mayor, Alderman P. Ferguson attended and accorded a civic welcome to the delegates and at the close of the proceedings joined them, on the invitation of the Lord Mayor, at tea. The annual report stressed the increased interest in the work of the association within the area. In connection with the fusion of the Association with the N.P.L.O.A., it was pointed out that although the district was in the first instance opposed to such fusion, it had, on the decision to proceed, loyally carried on the terms of the agreement. Consideration was given to the Draft Salaries and Service Conditions Scale, and the meeting was unanimous in its decision that "No single salary scale" could be made operative amongst the various classes of authorities, and referred the matter to the District Executive to submit a reply to the N.E.C.

WEST RIDING COUNTY OFFICERS

The West Riding County Officers' Branch has revised its constitution to meet the position created by the fusion with the N.P.L.O.A. A report considered at the annual meeting of the branch advised that sixteen area committees should be formed. The members in each Institution and in the various service groups in an area would constitute "Service Committees" for the purpose of discussing matters of interest relative to their particular institution or service. Each of these institution and service committees would appoint a representative to serve on the Area Committee, which would then be representative of the whole of the Service Groups in the area. The Area Committee would elect its own officers and appoint one representative on the branch executive committee. The report was adopted.

SALOP OFFICERS DINE

The sixth annual dinner of the Salop County Council Officers' Branch of N.A.L.G.O. was held on Wednesday, December 17, at the Raven Hotel, Shrewsbury, when the president, Mr. W. H. Pendlebury (County Secretary for Education) was in the chair. The guests included:

Sir Henry Maybury; Mr. A. Rowland Clegg; Sir Offley Wakeman; Lt.-Col. R. C. Donaldson Hudson; Major R. Clunas; Mr. Alfred Mansell; Major E. R. Trevor Corbett; Major H. B. Sykes; Capt. E. Foster; Mr. Enoch Latham; Mr. T. C. Ward; and Mr. Alan V. Shay, County Treasurer. Others supporting the chairman were Dr. T. R. Elliott, chairman of the Committee; Major A. A. Johnson, Clerk of the Council; Mr. W. H. Butler, County Surveyor; Dr. W. Taylor, County Medical Officer; Mr. P. J. Crawley, County Accountant; Capt. W. H. Bulford, Small Holdings and County Valuation Officer; Mr. F. Chant, County Architect; Dr. A. C. Watkins; Dr. F. Turner; Mr. J. E. Heathcote; Mr. B. A. Edmonds, Hon. Secretary; and Mr. A. E. Hadley, Hon. Treasurer.

Major Clunas, proposing the toast of the Transferred Officers, said that, owing to the operation of the Local Government Act, N.A.L.G.O. had received a very considerable accession of strength, not only in numbers, but also in weight of intellect.

Mr. J. E. Heathcote, relieving officer, in reply, said that the transferred officers would try to prove the equal of, and, if possible, excel in sportsmanship and loyalty, the original members of the County Council staff.

Sir Henry Maybury proposed the toast of the "Association." When he joined the Local Government service he said there was no National Association. From very small beginnings the men who had the vision to form the Association built better than they knew. Sir Henry referred to the great strength of the Association.

OXFORD GRANTS.—The Oxford Council have made a grant of £5 to Mr. C. J. Clarke, District Sanitary Inspector, towards his expenses in passing the Meat Inspector's examination of the Royal Sanitary Institute.

MOVEMENTS OF MEMBERS

CHANGES AND PROMOTIONS

Mr. C. Wakely, Horticultural Superintendent under the Essex C.C., has retired. His successor, Mr. H. Fraser, is a Lecturer and Adviser in Commercial Horticulture.

Mr. R. M. Ashton, Registrar of Births and Deaths under the Stepney B.C., has resigned. He has completed twenty-six years of service.

Mr. A. M. Smith, Engineering Assistant, Essex C.C., has taken up an appointment under the Borough of Chelmsford. Mr. E. M. Geaves has been appointed in his place.

The following promotions have been confirmed by the Essex C.C. Public Health Department: Mr. H. J. Allsupp, Class II to Class I; Mr. J. W. Hurst, Class III to Class II.

The Coventry Corporation have appointed Mr. Howarth, of Dudley, to the position of Cleansing Foreman.

Miss L. H. Lane, late of Statutory Isolation Hospital, Claverton Down, is the new Matron of the Bournemouth Municipal Hospital.

Mr. Barter, Borough Treasurer of Eccles, resigned in January. Mr. W. Walmsley, the Assistant, is acting in the capacity of Treasurer until Mr. H. R. Bailey (Mr. Barter's successor) commences his duty at Eccles.

Mr. Henry Rollinson Bailey, A.I.M.T.A., A.S.A.A., goes from Buxton to Eccles as Borough Treasurer.

Mr. Walter Ireland, Solicitor, has been appointed Assistant Solicitor in the office of Mr. E. B. Sharpley, Town Clerk of Stoke-on-Trent.

Mr. C. A. James, Solicitor, Warwick, has been appointed Assistant Town Clerk of Walthamstow.

Mr. T. G. Pearson, Chief Assistant in the department of the Barrow Borough Engineer, has been promoted to Deputy Engineer and Surveyor.

The East Suffolk C.C. loses several officials, the resignations having been received of Mr. S. W. Davey, Assistant County Accountant, who has been appointed to a similar post under the Warwick C.C.; of Dr. F. Asker, Assistant Medical Officer, appointed Medical Officer at Todmorden; and of Mr. G. F. Hayne, Architectural Assistant, who has secured a similar appointment under the Norfolk C.C.

Mr. Fred Pollard, F.S.I.A., who, as announced in January's LOCAL GOVERNMENT SERVICE, has been elected Chairman of the General Committee of the Sanitary Inspectors' Association of England and Wales, is Chief Sanitary Inspector to the City of Manchester.

Bradford's new Tramways General Manager is Mr. Charles Richard Tattam, of London. He took up his new duties on February 1.

A testimonial under seal has been granted to Mr. C. H. Shaw, Assistant Surveyor at Ossett, who has gone to the West Riding County Council as Resident Engineer.

The new Deputy Town Clerk of Dudley is Mr. E. W. J. Nicholson, of Middlesbrough.

Mr. J. Renshaw, Clerk-in-Charge of Tuberculosis Returns under the Oldham T.C., has obtained a position under the Nottingham C.C.

Upon the resignation of Miss F. M. Pinchin, shorthand typist in the Clerk's Department, her colleagues in the Porthcawl Branch presented her with a gold wristlet watch. Miss Pinchin has served the Council for five and a half years.

Mr. J. Atkinson, Prosecuting Solicitor, Newcastle, was at the last meeting of the City Council appointed to the position of Senior Assistant Solicitor, the promotion ensuing upon the appointment of Mr. P. H. Harrold to the Town Clerkship of Hampstead.

Mr. Thomas Challen Greenfield, B.Sc., A.M.Inst.C.E., of Barnsley Corporation Water Works, has been appointed Water Engineer of the Borough of Douglas.

Formerly Assistant Town Clerk, Mr. F. G. Garner has been elevated to Town Clerk of the Borough of Walthamstow. Mr. C. James, of Warwick, has been appointed Assistant Town Clerk.

Mr. John Fry, of the Municipal Library, Bath, has been appointed Senior Assistant at the Barking Public Library.

Rugby U.D.C. have appointed Mr. T. L. Duffy, Chief Assistant in the Clerk's Department, to be Assistant Clerk of the Council.

Wimbledon U.D.C. have approved the appointment of Mr. T. D. Ellis Davies as Temporary Assistant Solicitor in the Town Clerk's Department.

Consequent upon his appointment as Deputy Borough Treasurer of Lowestoft, Mr. W. O. Atkinson, Internal Audit Assistant, Watford, has resigned that office.

MOVEMENTS OF OTHER MEMBERS

Mr. F. Beaumont, Westmorland, to Wigton R.D.C.

Miss L. E. Jones, Colwyn Bay, to Conway Corporation as Librarian.

Mr. H. M. Matthews, Hammersmith, to Wallace Council as Settlement Officer.

Mr. D. G. Baker, Middlesbrough, to Barton-on-Irwell as Collector (P.A. Dept.).

Mr. J. H. Todd, Huddersfield, to Oldham Council as Engineering Assistant.

Dr. I. C. MacKay, Derby C.C., to Cheshire C.C. as Deputy Medical Officer.

Mr. W. S. Gent, Accrington, to Romford Council as Sanitary Inspector.

Mr. J. F. Moyse, Bolton, to Chadderton U.D.C. as Deputy Surveyor.

Mr. T. Broughton, Nowell, Bolton, to Burton-on-Trent as Deputy Town Clerk.

Mr. J. W. Spencer, Epping Forest, as Cashier to Dagenham.

Mr. L. J. Graves Smith, Clacton, as Engineering Assistant to Skegness.

Mr. G. H. Green, Chingford, as Clerk to Kirkby-in-Ashfield.

Miss Clare Madden, Stockport, as Chief Library Assistant to Willesden.

Mr. D. C. Smart, Somerset, to Cardiff City.

Mr. W. A. Lank, Oxted, as Sanitary Inspector to Watford R.D.C.

Mr. G. F. Greenwood, Reigate, as Housing Manager to Bromley.

Mr. A. Armitt, Reigate, to Enfield U.D.C.

Mr. H. S. Watts, A.S.A.A., A.I.M.T.A., West Ham, as Accountant to Edmonton U.D.C.

SCOTTISH NEWS

(By the District D.O.S.)

THE Scottish District Committee held its annual meeting this year in Dundee. It was largely attended, Mr. Hugh Begg, F.R.C.V.S., presiding. There were several interesting items of business.

First of all we had, of course, the more or less formal business—the submission of the annual report and the honorary treasurer's financial statement. Both of these were of a satisfactory nature. Regarding membership, the report pointed out that it was satisfactory to know that there had been an increase of about 200, despite the fact that between 500 and 600 officials had left the service in consequence of the operations of the Local Government Act. The financial statement showed a balance of £103. All the office-bearers were re-elected.

An interesting report was submitted by Mr. Walls, the convener of the Education Committee, in which he stated that at the meetings of his committee the subjects under discussion had been the proposed Summer School for Scotland and the proposal to approach Glasgow University with a view to the establishment of a Diploma in Public Administration.

SUMMER SCHOOL

Arrangements had been made with St. Andrew's University granting the use of St. Salvator's Hall of Residence for a week in July and a Lecture Room for the Summer School. It was suggested that there should be two professional lecturers who would give their lectures at about 10 a.m., a discussion following each lecture. The afternoon would be free for sports and recreation and, after dinner, there would be lectures or talks by Members of Parliament and officials, both of the Civil Service and the local government service. Everything would be done to make the school both educative and enjoyable. The charge for board and residence in the Hall would be ros. 6d. per day, and there would also be a small booking fee. St. Salvator's, which is a beautiful new building equipped with all the latest and best appliances and designed for convenience and comfort, accommodates sixty-five, and those who wish to be sure of getting a room should make early application.

DIPLOMAS

Regarding the establishment of a Diploma in Public Administration, it was reported that correspondence had taken place with a prominent member of the University Court who was interested in the subject. Mr. Cunnison, lecturer in Economics and Director of the School of Social Study, who had been present at the meeting, had pointed out that it was a rule of the Scottish Universities to grant diplomas

only to graduates. After consideration, it was decided to send a letter to the University Court on the question.

The Secretary reported that he had been informed that the terms of reference of the Departmental Committee appointed by the Minister of Health on the recruitment and promotion of local

(Continued at top of next column)

GOOD WISHES

THE Editor of LOCAL GOVERNMENT SERVICE has received many letters from members of N.A.L.G.O. and from others who refer in complimentary terms



RT. HON. W. GRAHAM, M.P.

to the new series which commenced with the January issue of LOCAL GOVERNMENT SERVICE.

Mr. William Graham, President of the Board of Trade, has for many years taken an active interest in the progress of N.A.L.G.O. His support of the cause of local government administration in the House of Commons is fortified by ten years' active experience as a member of the Edinburgh City Council. Mr. Graham writes as follows:—

May I congratulate you warmly on this admirable issue, which I am sure will make a strong appeal not only to the large membership of the National Association of Local Government Officers, but also to many others interested in local administration.

All political authorities agree that there is ever-increasing congestion in central government at Westminster. To a large extent important duties in political and economic progress must be delegated to the local authorities. That will involve definite statesmanship on the part of local government officials; and the new form of the journal should play a large part in systematic education.

Please convey to all my friends in the National Association of Local Government Officers my best wishes for their progress in 1931, and certainly for that of the powerful organisation which they and their office-bearers have built up.

government officers could not be widened so as to include Scotland. In this connection he mentioned that Mr. Joseph Westwood, M.P., Parliamentary Secretary to the Secretary of State for Scotland, had, in the course of an address to Fifeshire Branch, stated that if the Association wished a Departmental Committee for Scotland to be appointed to consider the same questions as those of the English Committee he believed the Secretary of State would favourably consider the proposal. It was decided to ask the Secretary of State to appoint such a Committee.

COMPENSATION

The Secretary reported that the opinion which the Association along with that of the District Clerks had decided to obtain had not yet been received and that he was awaiting the District Clerks' points for the Memorial to be presented. He hoped to be in a position to submit the Memorial at an early date. In this connection, it may be mentioned, the opinion obtained from Sir Lynden Macassey has been very helpful. Those who wish for a copy of that opinion should apply to the D.O.S.

DUNDEE'S HOSPITALITY

After the District Committee meeting the Dundee Branch entertained the delegates to an excellent high tea in Lamb's Restaurant and Mr. Begg, the chairman, expressed the thanks of the delegates for the kind hospitality they had received.

THE EDINBURGH CONFERENCE

On Wednesday evening, January 14, the Edinburgh Branch Executive met to consider amongst other things a report from the Conference Committee. The arrangements are now well advanced and a list of hotels and boarding houses is now in the printer's hands. It was felt that the earlier delegates booked their rooms the better, for the Conference takes place at the same time as the meeting of the General Assembly of the Church of Scotland, when it is usually difficult for those who have not previously secured rooms to find accommodation.

BRANCH MEETINGS

Since last month there have been meetings in Lancashire, Linlithgow, Perth, and Greenock. At the Lanarkshire meeting the D.O.S. reported regarding the case of the Hamilton Combination Poorhouse Governor and his action in this matter was approved of. He also reported regarding salary questions in Lanarkshire County Council, Hamilton Town Council, and Motherwell Town Council. In Linlithgow the annual meeting of West Lothian Branch was held, when office-bearers were appointed, and a satisfactory report submitted. It was agreed to approach the staff in the Education Office as to membership and that the D.O.S. look into the grading in the Public Assistance Offices.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:

24 ABINGDON STREET, WESTMINSTER,
S.W.1.

OFFICERS:

President:

A. P. JOHNSON, M.A., ex-Town Clerk, Hampstead,
N.W.

Vice-Presidents:

F. MARSDEN, City Engineer and Surveyor
Bradford.

S. LORD, F.S.A.A., F.S.S., Borough Treasurer,
Acton.

E. W. B. ABBOTT, B.L., Director of Education,
Maidstone.

Honorary Treasurer:

W. E. LLOYD, F.S.A.A., Borough Treasurer,
Hampstead.

Honorary Solicitors:

England.—G. PARKER MORRIS, LL.B., Town
Clerk, Westminster.

Scotland.—G. S. FRASER, M.A., B.L., Town
Clerk, Aberdeen.

Wales.—C. G. BROWN, LL.B., Town Clerk,
Cardiff.

Trustees:

H. BEGG, F.R.C.V.S., County Veterinary
Inspector, Lanarkshire C.C.

S. LORD, F.S.A.A., F.S.S., Borough Treasurer,
Acton.

W. H. WHINNERAH, A.C.I.S., Secretary, Pav-
ing and Highways Department, Manchester.

General Secretary: L. HILL.

Legal Secretary: JOHN SIMONDS, M.A.,
Barrister-at-Law.

Chief Organising Secretary: W. P. Fox.

Divisional Organising Secretaries:

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CORSE, 19 Cooper Street, Manchester. Telephone:
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Middlelands E. and W.1 and S. Wales Districts.—J. E. N.
DAVIS, 174 Corporation Street, Birmingham. Telephone:
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FRANK THOMAS, Room 60, Somerset House, Reading.

Scotland.—J. M. MORTIMER, 135 Wellington Street
Glasgow, C.2. Telephone: No. 404 Douglas.

ALL HEADQUARTERS COMMUNICA-
TIONS should be addressed to the General
Secretary and endorsed with the appropriate
subject, e.g., "Legal," "B. & O.," "Provident,"
etc.

Telephone: Victoria 6056 (3 lines).

Telegrams: Natassoc, Parl., London.

HEADQUARTERS NOTICES

FEBRUARY NOTICES

Feb. 28. Branches to remit all moneys due to
the Association to N.A.L.G.O. head-
quarters.

Feb. 28. Audit of Accounts of National Association
to be completed by professional
auditors by this date.

EDINBURGH CONFERENCE—1931 DATES TO REMEMBER

Mar. 1. Return (Form C1) of names and
addresses of representatives to Conference
to be received at N.A.L.G.O.
headquarters by 5 p.m. Nominations
for election of N.E.C. (Form EL1) to
be received at N.A.L.G.O. head-
quarters by 5 p.m.

Mar. 15. Motions for Conference to be received
at Headquarters by 5 p.m.

Mar. 15. Nominees for Election of N.E.C. may
withdraw up to 5 p.m. on this date.

- Apr. 1. Journal will contain Conference
Agenda.
- Apr. 1. Report of the N.E.C. to be issued, with
Agenda, to representatives.
- Apr. 15. Amendments to motions in Conference
Agenda to be received at Head-
quarters by 5 p.m.
- Apr. 15. Voting Papers for N.E.C. to be in
hands of Branch Secretaries.
- Apr. 23. Voting Papers for N.E.C. to be in
hands of members.
- May 1. Voting Papers for N.E.C. to be in
hands of District Committee Secre-
taries by this date.
- May 1. Journal will contain amendments to
motions in Conference Agenda.
- May 2. Counting of votes for N.E.C. com-
mences in each district.
- May 8. Conference Agenda (containing
motions and amendments thereto)
and list of representatives to be sent
to representatives.
- May 8. Branches desiring to divide voting
strength at Conference to notify
Headquarters of allocation.
- May 23. First day of Conference Proceedings.
- May 25. Second day of Conference Proceedings.



N.A.L.G.O. SEA CRUISE

The General Secretary is now receiving book-
ings for the N.A.L.G.O. sea cruise on board the
S.S. *Avoceta* to Portugal, Morocco, and the
Canary Islands. The vessel will leave Liverpool
on Saturday, July 25, and the cruise will occupy
twenty-two days. The fare, which is inclusive
of booking fee and gratuities, is £25. Bookings
should be accompanied by £1 and addressed to
the General Secretary, N.A.L.G.O., 24 Abingdon
Street, Westminster, S.W.1.

EVENTS OF THE MONTH

- Feb. 4. Hampstead B.C. confer Hon. Freedom
upon Mr. A. P. Johnson.
- Feb. 5. Institution of Civil Engineers (Birm-
ingham): Mr. Lawrence W.
Kershaw on "The Present Day
Training and Education of a Civil
Engineer."
- Feb. 7. Municipal and County Engineers
(Yorks District) at Leeds.
- Feb. 9. Surveyors' Institution. Mr. Christo-
pher Chart, "Claims for Compen-
sation under the Public Health and
Road Improvement Acts, 1925."
- Feb. 10. Royal San. Inst., London, 6 p.m.
- Feb. 16. London and Birmingham British
Industries Fair.
- Feb. 18. "Modern Flats as a solution to the
Housing Problem." G. Grey-Wornum,
F.R.I.B.A. (Pres. Architectural
Assn. and Building), Lime Grove
Manchester, 8 p.m.
- Feb. 19. Sir Cyril Hurcombe, K.B.E., C.B.,
"The New Transport and Its
Administrative Problems."
- Feb. 19. Institution of Municipal and County
Engineers. E. J. Midland District
Nottingham.

UNIVERSITY RECOGNITION

Reference to the ambition of the
N.A.L.G.O. to secure university recog-
nition was made by the Lord Mayor of
Leeds, DR. A. HAWKYARD, when he gave
civic welcome to members of the York-
shire district of the association in the
Town Hall recently.

It was an excellent idea, the LORD
MAYOR said, that all professions should
have a standard below which no one
should be allowed to fall. They had tried
to get it in the medical profession, but he
was afraid some of them had sunk rather
below the standard. It was a high ideal to
be aimed at for members to secure some
means whereby a university could lay out
a course of study, conduct examinations
and give diplomas, as it would add enorm-
ously to their status and attract a good
class of men.

DR. HAWKYARD said one could not lose
sight of the fact that members of the
association in their very important posi-
tions had a good deal to do with the
happiness and welfare of the country. He
had had a long association with municipal
life and administration, and the more he
saw of municipal officers, the more he was
impressed with the quality of the men who
adopted a municipal career as a means of
livelihood.

PENSION ON BONUS

The Treasury issued a Circular to
Civil Service Departments dated Decem-
ber 23, 1930 (P.19091/42), stating that
during the quarter commencing January
1, all non-effective awards in respect of
bonus calculated on the Civil Service
sliding scale which are subject to the
provisions of the Treasury Minute of
March 20, 1922, shall be computed or
continue to be payable, as the case may
be, with reference to a cost of living figure
of 65.

Pensions to Local Government Officers
under the Local Government and Other
Officers Superannuation Act, 1922, any
part of which is calculated by reference
to War Bonus or similar allowance are
liable to variation (under Section 7
proviso) "in accordance with the Rules for
the time being in force with respect to
superannuation allowances of members of
His Majesty's Civil Service." This
ruling of the Treasury is therefore of
interest in the Treasurer's Department of
a number of Local Authorities and also to
the pensioned officers whose pensions are
subject to adjustment.

NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are
requested to send "copy" to reach the
Editor by the 20th of each month.

News of events which take place later up
to February 21st—can be inserted if cor-
respondents will send an intimation to the
Editor beforehand.

"Local Government Service."

3 and 4 Clement's Inn, W.C.2.

LOCAL GOVERNMENT SERVICE

Editorial and Advertisement Offices,
3 and 4 Clement's Inn, Strand, London,
W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

FEBRUARY

1931

PRINCIPAL CONTENTS

	Page
Public Library Administration ..	35
Juvenile Employment Administration ..	37
Preston Town Clerk ..	38
Freedom of the Borough ..	39
Superannuation and Parliamentary Bills	40
Women in the Service ..	41
Branch and District News ..	42-43
Movements of Members ..	44
Scottish News ..	45
Notes of the Month ..	47
Help Yourself Society ..	48
Odds and Ends. Musings ..	49
Book Reviews ..	51
Hospital Services ..	53
Chess ..	54
Bridge ..	57

NOTES OF THE MONTH

PREPARING THE EVIDENCE

This is after report by this Committee.

THE Memorandum of Evidence to be submitted by the National Association of Local Government Officers to the Departmental Committee on the Qualifications, Recruitment, Training and Promotion of Local Government Officers, bears the date January 17, 1931. Its weighty recommendations will be supported by Mr. Arthur P. Johnson, Mr. Edgar W. B. Abbott, Mr. Parker Morris and Sir Tom Percival—a group of witnesses endowed with the qualifications

and high standing in the Local Government Service worthy of the case they will be called upon to support.

With its appendices, the memorandum extends to sixty-six foolscap folios opening with a rapid but sufficient survey of the activities which fall within the scope of the National Association of Local Government Officers, it passes on to the number and types of local authorities. Closer contact with the subject is gained in an informative section of the report, supported by a comprehensive appendix, which deals with the division of work between the several departments of a typical local authority. Here, the problem—as every novice is aware—is complicated by the fact that British local government as it appears to-day, is the outcome of generations of piecemeal legislation.

An especially instructive appendix analyses the varied kinds of work that are performed by officials holding similar titles. Here we perceive some examples of that variegated personality on the part of local government officers which makes it difficult for the foreign observer to see, with clarity and precision, the province of the Town Clerk or Borough Engineer. Many authorities, we are reminded, have centralised their finance and accountancy: in some boroughs the Engineer is a man of many trades; elsewhere, the Cleansing Superintendent relieves him of an obligation which tends to be more important as the importance of the auxiliary aids to public health are better understood.

WHO SHALL CO-ORDINATE ?

MUCH more is contained in the memorandum. Emphasis is laid upon the view that the Clerk must remain the principal officer of the council, with whom shall reside the duty of co-ordinating the work of its several departments. But we pass to the summary of recommendations, which contains a series of proposals of the utmost importance, both from the standpoint of social status, and an account of the professional qualifications of the officer. It is suggested that all authorities should conform to certain definite conditions of appointment; juniors entering the service should be recruited after public advertisement, with the first School Leaving Certificate, or some comparable qualification, as a minimum of educational requirements. That the Public Assistance Authorities should fill subordinate posts from the ranks of persons to whom relief has been given, is a system to which the memorandum enters most emphatic objection.

Further, local authorities are recommended to assist their officers to obtain appropriate professional, academic or technical qualifications; and it is proposed for those who wish to obtain a recognised vocational standard where there is no suitable technical qualification, that it be made possible for a diploma to be obtained, having recognised authority—a suggestion which entails the reconstitution

of the Poor Law Examinations Board, on whom should be imposed the duty of conducting certain examinations now held by N.A.L.G.O. A proposal that will have weight with every officer who gives to the employing authority the best within his command, suggests that so far as may be compatible with efficiency, promotion should be from inside the service of the employing authority. At the same time, initiative could be encouraged by movement from one department to another, and further by the introduction of uniform examinations and a national superannuation scheme. Under these conditions, the general mobility of the service would be carried to the highest possible degree. Just as one of the most famous of men contended that the career should be open to ability, so, too, does the memorandum to be laid before the Departmental Committee insist upon the general advantage which must follow arrangements that would allow capacity to rise to the highest positions in the service. Before great skill, natural and acquired, all impediments should fall away and be dissolved.

AVOIDING DISCOURAGEMENT

IT is good to observe in this connection that the witnesses will not overstress the importance of university attainments, unaccompanied by professional or technical qualifications. Nothing would be gained in administrative quality by the creation of a higher division which men and women of academic qualifications should alone be permitted to enter. As a source of discouragement to others less fortunate who may have served an authority with commendable results, no more effective means could be devised.

Every Local Authority, it is recommended, should appoint an Establishment Committee to make appointments, arrange transfers, and be responsible for training, while it is suggested that the most satisfactory way to deal with salary scales, is to give them effect through the provincial Whitley Councils. On the vital question of security of tenure, the recommendations conclude with a statement which, we believe, will meet with approval from every member of our organisation.

These notes should not conclude without a reference to the assistance which the special sub-committee appointed to prepare the evidence received from the Standing Joint Committee, the avenue which enables the representatives of the sectional and professional societies to place their experience at the disposition of the larger organisation. The proceedings of this committee, it may be added, were concluded with a hearty vote of thanks to the Evidence Sub-Committee and the members of the staff for the services they had rendered in connection with the preparation of the memorandum of evidence. A further resolution was passed placing on record the high opinion which the members held of the work which Mr. Arthur P. Johnson has performed during his tenure of office as President of the Association.

ODDS AND ENDS

ONE of the tutors of the Nalگو Correspondence Institute, Mr. G. P. Warner Terrey, has designed the new Coat of Arms for the Metropolitan Water Board. The design is symbolic of a hand issuing from a cloud and scattering eight drops of rain, representing the eight companies of which the Board is the successor. The motto suggested is: "Et plui super unam civitatem" ("And I caused it to rain upon one city").

Thus, comparatively late in its history, —the Board was founded in 1902—steps are being taken to provide an emblem suited to the important position occupied by the undertaking.

Mr. Warner Terry also designed the Coats of Arms of the City of Westminster.

IT is difficult to believe, but when no less an authority than Mr. Fred Marsden, the City Engineer, says so, we must accept the verdict.

At the recent meeting of the Yorkshire District Committee, held in Leeds, Mr. Marsden said that another conference which was attended by delegates from Bradford had been held regularly at other towns. The Bradford delegates decided eventually that in return for the hospitality they had received they would offer their own town for the next meeting of this particular conference. This was accepted, and the Bradford hosts made every effort to give the other delegates a hearty reception and a tea that included waffles. The result had been, Mr. Marsden declared amid laughter, that the meeting had never since left Bradford, and the Bradford people, being naturally shy, did not know what they were going to do about it.

LUKE HANSARD (1752-1828), English printer, was born in Norwich. When his apprenticeship was over he started for London with a guinea in his pocket. He became a compositor in the office of John Hughes, printer to the House of Commons, and in due time the business came into his hands. He printed the Journals of the House of Commons from 1774 till his death. At the present time the Official Reports of the Parliamentary Debates (still colloquially called "Hansard") are printed and published by His Majesty's Stationery Office. The staff engaged on the preparation of the Reports form part of the Administrative Staff of the House of Commons, and include an editor, assistant editor, and twelve reporters. The actual work of "taking down" and "transcribing" is done by a relay of reporters. The first man in the group takes down in shorthand for a period that may vary from five to fifteen minutes. At the end of this time he is relieved by a colleague who continues to take down while No. 1 pro-

ceeds to transcribe his notes. And so the work goes on often till a very late hour. Each reporter takes a "turn" and the "copy" as prepared is sent by messengers to the printers for immediate attention.

A Member of the House of Commons is allowed to correct any error in his speech before it is printed, but, of course, it is not permissible to add to or delete from a speech correctly reported.

ONE can hardly associate a sense of levity invading the Manchester City Corporation's deliberations, but from all

accounts there has been some diversion caused by the controversy over Sunday games.

The Manchester Sunday Games and Freedom League has entered into the campaign with a Sherlock Holmes touch. The Lord's Day Observance Act, 1677, makes attendance at Church on Sundays compulsory, and members of the League had their scouts out to see whether Councillor L. B. Cox is "exercising himself publicly and privately in the duties of piety and religion."

Apparently there is to be a reciprocal attack on those who oppose Sunday games by insisting that they shall observe the Act of 1677. Mr. Councillor Cox is a Justice of the Peace and was summoned for not attending church on Sunday. According to Mr. E. T. Hayes, the president of the League, this is only the first step. They have now in mind those people who ride in trams and indulge in Sunday trading.

MR. COUNCILLOR COX is very much in the picture at present.

There has been some adverse criticism of the proposal to pay £1,600 for a new car for the Lord Mayor, but Councillor Cox defends the proposal on

the grounds that the city must have a car "that will uphold its dignity on every occasion, and one of which the citizens might approve at any time. In my opinion it is necessary that the car to be used by the Chief Citizen should embody everything that will make for comfort. This is nothing less than a Lord Mayor deserves, because he has to attend all sorts of functions in all kinds of weather."

After all, it is not quite like an ordinary private car, and will from time to time be used by distinguished visitors to the city.

AT a recent meeting of the Llangollen (Denbighshire) R.D.C. Mrs. Annie Roberts applied for an increase of wages.

She cleans the Council offices, uses her own brushes and provides firewood for a weekly wage of one shilling. The members were so astonished at her low wage that they decided to increase it to 2s. a week in the summer and to 2s. 6d. during the winter, and voted her an honorarium of £1.

PETER SUCH.

MUSINGS

By Eppi Logge

THE NEW YEAR HONOURS

THE recognition of Mr. A. Howarth's work as town clerk of Preston by knighthood gives widespread satisfaction in his native county of Lancashire. I congratulate our colleague in Nalگو's name and wish him very many years of good health to enjoy his well-deserved honour.

A point arises here which I am sure has presented itself to many minds in recent years and that is the very sparing recognition of local government officers in the half-yearly honours lists. Surely the local government service deserves more sympathetic treatment. After all, there is precious little money, but much anxiety and responsibility in the administrative work of local government. Our part of the public service is of equal national importance to the Civil Service and the fighting forces, but in the respective numbers of those who receive honours there is no comparison. A crumb of comfort drops occasionally from the Civil Service tables on to the local government floor and we are, like the "lower orders," expected to know our places and be thankful. Public Health administrators may be responsible for the health and welfare of a large community at home, but when it comes to honours one stands a much better chance of being elevated in the social scale by the adoption of an aggressive attitude towards an almost unknown tribe on the outposts of the empire.

WHO AND WHY?

Now I want to strike a serious note. Who prepares the list of names for submission to the higher authorities? Probably the answer to that question will give the reason why we get such meagre recognition. Kissing goes by favour, although sometimes kisses can be bought in the name of Charity, but that is only my whimsical other self obtruding. Here is an important issue, and I put forward the suggestion that the National Executive Council could do a real service to local government by pursuing the question and endeavouring to get established a small number of persons appointed in whom the Prime Minister of the day would have complete confidence, to prepare a list of names of local government officers worthy of recognition. Dare I put forward the idea that the quota principle should be adopted as a preliminary basis of distribution? Perhaps my abysmal ignorance of the way honours are bestowed leads me astray, and perhaps the suggestion that the N.E.C. should take the matter up will be without influence. But I am sure of this, that no one will seriously contend the point that local government officers have been fairly treated in this matter. More general recognition would have a tremendous effect upon the dignity of the service and stimulate the highest ideals in local public administration.

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BOOK REVIEWS

UNEMPLOYMENT; by Sir William Beveridge, K.C.B., LL.D. Price 21s. net; Longmans, Green & Co., London.

IT would be wrong to assume that local government affairs are not concerned with the greatest social problem of the present time. Therefore a book such as that which has recently been published under the title "Unemployment," must be brought to the notice of our readers.

The author is Director of the London School of Economics and Political Science, and presents a masterly analysis of the problem as it was in 1909, the working out of the policies adopted by the Unemployment Insurance Acts, the new features in the problem of unemployment to-day, the new remedies proposed and the alternative policies that now seem open.

The presentation of the treatise is unusual. The first part is a reprint of a series of lectures given at the University of Oxford during Michaelmas term 1908, and Part II shows how a theory of unemployment deduced from facts known in 1909 has stood the test of experience, and what has happened to the theories then deduced. There are innumerable tables, graphs, and statistics—all of which are of intriguing interest. As the author states it would be possible "to extend almost indefinitely the review of social statistics," but figures alone do not prevent Sir William Beveridge's case. The influences at work are examined with minute care, the results are compared from most extraordinary angles.

One can get a clear idea of the effect of seasonal employment, how the upward curve in prosperity alters the type of police court cases, the "pulse of the nation" is shown in clear columnar form, and from the letterpress we realise that when the public houses are full, the poor law institutions are empty. One gains a balanced view of this profound problem only from a treatise of this kind, and certainly not from newspapers. The effects of employment and unemployment infringe upon every part of our social organisation: one cannot avoid the conclusion that the problems are not capable of solution by party political programmes.

In a clear analysis of unemployment insurance, especially the developments since the war, the author points out that the principle has moved from contract to status and that the original insurance scheme of 1911 has become a general scheme of out-door relief of the able bodied, administered by a national in place of a local authority, and financed mainly by a tax on employment. Unemployment to-day contains two new features, one being due to changes of industrial structures, occurring with unexampled speed, and the other is due to disequilibrium between wages and produc-

tivity. Sir William is critical of all recent governments who, in his opinion, have not attempted any scientific inquiry into the cause, but rather leaned towards the easier method of turning Imperial Parliament into a National Board of Guardians. The question appears to be how to solve employment rather than how to relieve unemployment.

R. O.

INDUSTRIAL ARBITRATION; by Lord Annulree, G.B.E. Oxford University Press, London.

LORD ANNULREE, as Sir William Mackenzie, was for many years President of the Industrial Court, and chairman of the National Wages Board for Railways. As president of the Industrial Court his Lordship heard and decided many arbitration cases on war bonus between N.A.L.G.O. and local authorities, and in consequence is no stranger among us. This book in its review of causes goes back only to the beginning of the present century. Nevertheless, Lord Annulree says: "The great visitation of the year 1349, known as the Black Death, was followed by lesser outbreaks in 1361 and 1369, and had a lasting effect on the economic life of the country. The mortality was so great that labour became scarce and wages rapidly rose." Early legislation regulating wages is reviewed from the ordinance of Edward III on through the "Spitalfield Weavers Act," up to the passing of the Industrial Courts Act, 1919.

On reading a book of this character, so pregnant with industrial change, the reviewer is inclined to be despondent with the attitude of employers who consistently refuse to accept arbitration until the patience of workpeople is exhausted and their goodwill damped down. An impartial reader of Lord Annulree's book must be impressed with the possibilities of the Industrial Court, especially when such minds as his are entrusted with coming to fair decisions. Most of the book is confined to the history of arbitration in this country, but the author's belief in the effectiveness of this very sensible procedure can be gleaned from the following concluding paragraphs: "No human institution is perfect, but it may be fairly said the Industrial Court affords a more rational and convenient means of settling differences than has ever heretofore been devised, and that in its practice no less than its constitution, it may be regarded as the consummation of the long period of experiment and experience reviewed in these pages.

"This narrative may, however, have served to show that the cause of industrial peace does not depend on the machinery set up for the settlement of differences. In this respect industrial peace is like international peace. It is important that well devised facilities for the considera-

tion and disposal of questions should be provided and kept readily available. But the extent to which these facilities will be used effectively depends upon the strength and genuineness of the will to peace possessed by the parties concerned."

A. Y.

THE AGE OF THE CHARTISTS; by J. L. Hammond and Barbara Hammond. Price 12s. 6d. net; Longmans, Green and Co., London.

THIS book by such well-known writers as "the Hammonds" is a definite contribution to the study of discontent from 1832 to 1854 and its influence upon our social life as interpreted through the local government machine. It is most timely because there is something comparable between the period under review and the present. We are again in the throes of an industrial revolution and machinery is the principal influence.

To-day there is a world-wide economic drought, an unprecedented number of unemployed in the principal manufacturing countries, yet there never was a time when one could say the world was richer in the products of the earth. There is, in spite of unemployment, a glut of oil, wheat, wool, rubber, and other necessities of life, but people are starving! Science and machinery are in front of distribution and consumption.

The book covers only a short period, 1832 to 1854, but that was a time when the people were starved "spiritually and aesthetically," and those who pointed to the real causes of discontent were discredited then, just the same as modern ideas are to-day discredited. A new industrial revolution, sometimes called rationalisation, is upon us and there may arise social movements of equal importance to the Chartist Movement. The Municipal Corporations Act of 1835 and The Poor Law Act of 1834 were the Parliamentary palliatives of the age. The Unemployment, Health, and Pensions Acts are the palliatives of to-day. There has been too little investigation of the influence of industrial conditions upon the legislation which has made the Local Government Service of to-day. Hence the reasons for a welcome to this book.

H. H.

TRANSPORT ADVISORS

Mr. J. A. Wilson, President of the Chief Constables' Association, and Chief Constable of Cardiff, replied to the toast of the National Safety First Association, of which he is Vice-president, at the dinner given by that body in honour of the members of the Royal Commission on Transport, at the Vintners' Hall, London, on January 15. Amongst others present at the dinner were Mr. J. R. Howard Roberts, Town Clerk, Hull; Captain J. W. Moore, Chief Constable, Huddersfield; Lt.-Col. E. J. Stead, President County Surveyors' Society; all of whom are active workers for the National Safety First Association.

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ON GUARD!

THE value of a word here and there upon a "safety first" policy has been amply demonstrated with the ever-increasing dangers of the road, the work of the National Safety First Association commending itself to all right-minded men and women. To those who would know more of the work of this organisation, there is published monthly under the arresting title of *On Guard*, a little pocket magazine which is part of a specialised accident prevention service. Its light reading will appeal to all ages.

CARNEGIE TRUST

Play Centre Grants

THE Carnegie Trustees announce that they are no longer able to receive applications for grants for the equipment and layout of play centres for young children. This policy has been in operation for upwards of ten years, and ninety-seven grants amounting approximately to £32,100 have been made to date. During the last two years the volume of demand, in spite of a considerable reduction in scale, has exceeded all expectations—so much so that a final allocation of £20,000 put aside quite recently will be exhausted by applications already in hand. It is not possible to make any further allocation. Applications for grants for the provision of playing fields for the general public should be made through the General Secretary of the National Playing Fields Association, 71 Eccleston Square, Belgrave Road, London, S.W.1.

NALGO DIARY

The "Nalگو Diary, 1931," now on sale, besides containing all the useful references found in the best pocket diaries—tables, etc.—gives the fullest details of all information necessary for members, dates and details of all institutions connected with the Association, the Approved Society, Benevolent and Orphan Fund, Convalescent Home, House Purchase Scheme, Logomia, Ltd., Provident Society, and every detail in handy form. You will find the "Nalگو Pocket Diary" a welcome daily companion. Price 1s. 6d., post free.

NALGO RIFLE CLUBS

HOMLEWOOD CRAWFORD SHIELD

Leeds maintain their close and warm friendship with Bournemouth rivals. West Riding C.O. and Leicester did not complete, the points being awarded to their opponents.

	shot	won	lost	points
Leeds ..	10.	8	1	1
Bournemouth ..	10	8	2	1
Dundee ..	10	4	5	1
Southampton ..	10	4	5	1
West Riding C.O.	7	3	4	1
Leicester ..	4	—	4	—

LOCAL GOVERNMENT CHRONICLE CUP FIRST ROUND RESULTS

Bournemouth (scr.), 395, beat Dundee 380+4=384.
Southampton 387+5=392, beat Wilts C.O. "A," 374+7=381.
Wilts C.O. "B" 373+10=383, beat Leeds, 380+1=381.
Manchester, 377+6=383, beat West Riding C.O. no returns.

SEMI-FINAL ROUND

Southampton, 385+5=390, beat Wilts C.O. "B," 367+10=377.
Bournemouth v. Manchester, not yet decided.

NOVEMBER "KICKERS" HANDICAP

	gun start	.22 total	.25	.30
*F. H. Hunt, Sheffield ..	97	3	100	100
*G. F. Clyne, Leeds ..	97	3	100	100
*S. J. Stott, Leeds ..	96	4	100	100
J. Pratt, Leeds ..	95	5	100	99
J. Crichton, Dundee ..	94	5	99	—
F. Harris, Leeds ..	94	5	99	—

Entries are wanted for the "Greener Cup" and the "Sir Charles Behren" Cup competitions.

S. J. STOTT,

Hon. Stat. Officer.

* Prize Divided.

OBITUARY

The late Mr. S. Hickman, secretary to the Eccles Education Committee, whose death occurred on November 28 after an operation, rendered valuable service to the borough during his long term of office. The Education Committee, at its last meeting, passed a resolution recording appreciation of his valuable services.

At the last meeting of the West Hartlepool Council, the Mayor referred to the lamented death of Mr. F. L. Dagnall, Committee and Registration Clerk in the department of the Town Clerk. The sympathy of the Council has been communicated to the relatives of Mr. Dagnall.

MIDDLESBROUGH CHIEF CONSTABLE.—Attention has been focused, as a result of his impending retirement, upon the inestimable services so ably rendered to the town of Middlesbrough for a period of twenty-eight years of Mr. Henry Riches, O.B.E., the Chief Constable. Mr. Riches successor has yet to be appointed.

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HOSPITAL SERVICES

AT the Lowestoft Conference a resolution was passed asking the National Executive Council to assist and advise, where necessary, how best to secure the benefit of the provision of fee-paying wings in General Hospitals for patients unable to meet Nursing Home charges.

A Questionnaire was issued to Branches on July 18, 1930, to ascertain:—(a) Whether such provision was available locally and if so whether Local Government Officers had any particular concession or interest; (b) In the absence of such local arrangements whether it was considered desirable that efforts should be made to induce the local hospital to provide accommodation.

A summary of the information received was prepared and submitted to the National Executive Council, when instructions were given that the summary should be circulated to Branches with the request that those interested should make their own local arrangements. In this connection attention is called to:—(1) the Hospital Saving Association, (2) the Report of the Pay Beds Committee of the King's Fund.

INCOME LIMITS

The question of securing, to the best advantage, the medical and surgical treatment obtainable at all voluntary, as well as hospitals in the charge of the Public Assistance Authority, is of such importance that some guidance would no doubt be appreciated by officers whose remuneration comes within the recognised hospital income limits, viz.: single men or women, £4 per week; married, without children under sixteen, £5 per week; married, with children under sixteen, £6 per week.

Of the various schemes available, it is the Hospital Saving Association which makes the strongest appeal to those who visualise possibilities from the broadest aspect. The main features of this scheme are particularly attractive. It is national in application, and not merely local; it is clearly defined, so that a contributor knows exactly the privileges available, and the basis on which he should contribute his share: it provides free hospital treatment without any Almoner's inquiries as to means; the green voucher is available on the spot where hospital treatment is required by a contributor or dependent; the business of each group is administered by its own Group Committee.

The Hospital Saving Association has proved itself the premier centralised organisation for the distribution of hospital privileges. Its steadily increasing membership has now (in six years only) reached the impressive figure of nearly 900,000—a figure which surely speaks for itself.

Besides really comprehensive and effective

hospital benefits, the Association provides assistance towards convalescent-home treatment, surgical appliances, optical requirements, dental treatment (contributors only), ambulance conveyance, and all this for a regular contribution of 3d. per week, which also covers all (eligible) dependents!

PAY BEDS COMMITTEE

Part 1 of the Report of a Special Committee of the London Pay Beds Committee of King Edward's Hospital Fund, published July, 1928, is obtainable from George Barker & Son, Ltd., Furnival Street, Holborn, E.C.4, price 1s. 5d., post free. This Special Committee, denominated the Pay Beds Committee, was appointed in April, 1927, by H.R.H. The Prince of Wales, President of King Edward's Hospital Fund.

The report is mainly concerned with the problem as it affects persons outside the salary limit of the National Health Insurance Acts which for non-manual workers is £250 a year. It is suggested that a contributory scheme for middle-class patients should be organised on the lines of that in successful operation by the Hospital Saving Association for ordinary Hospital patients. We understand that THE BRITISH PROVIDENT ASSOCIATION is extending its scope and has a scheme in preparation for the provision of pay-bed accommodation, as well as for the insurance of the cost of maintenance and medical fees.

For further particulars application should be made either to The General Secretary, The Hospital Saving Association, 30 Lancaster Gate, W.2; or The Secretary, The British Provident Association, 30 Lancaster Gate, W.2.

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THE GAME OF CHESS

By ANSELMO LOPEZ

The game of chess is not merely an idle amusement. Several very valuable qualities of the mind, useful in the course of human life, are to be acquired or strengthened by it. It tends to become habits, ready on all occasions. For life is a kind of chess, in which we have often points to gain, and competitors or adversaries to contend with. —Dr. Franklin, *Maxims & Cures*.

PROBLEM No. 2 (by W. Finlayson)

Black—2 pieces



White—6 pieces.

White to move and mate in three moves.

HASTINGS CONGRESS

The big event in recent British chess was the Christmas Congress at Hastings, which included Senior Capablanca and Miss Menchik amongst the players. In the premier tournament of this Congress the final scores were:

	Pts.
Dr. Euwe, Holland	7
Capablanca, Cuba	6½
Sultan Khan, India	6
R. P. Mitchell, Kingston-on-Thames	5
Yates, Yorks	4½
Sir George Thomas, London	4
W. Winter, London	3½
Miss Menchik, Hastings	3
T. H. Taylor, Oxford Don	3
E. Colle, Belgium	2½

Q.P. Opening

WHITE SULTAN KHAN	BLACK DR. M. EUWE
1. P-Q4	1. P-Q4
2. Kt-KB3	2. P-KB3
3. P-QB4	3. P-B3
4. P-P	4. P-P
5. Kt-B3	5. Kt-B3
6. P-K3	6. P-B4
7. P-QR3	7. P-K3
8. B-Q3	8. B-B
9. Q-B	9. B-Q3
10. Castles	10. Castles
11. P-K4	11. P-P
12. Kt-P	12. Kt-Kt
13. Q-Kt	13. B-K2
14. B-Q2	14. B-B3
15. B-B3	15. Q-Q4
16. Q-Q	16. P-Q
17. KR-K sq.	17. KR-K sq.
18. R-K1	18. K-B sq.
19. QR-K sq.	19. QR-B sq.
20. P-KKt4	20. P-KR3
21. R-K4	21. R-K sq.
22. R-R	22. K-R
23. R-R ch.	23. K-Q2
24. K-B sq.	24. K-K3
25. K-K2	25. P-KKt3
26. K-Q3	26. P-KR4
27. B-Q4	27. B-Q sq.
28. P-Kt5	28. K-P
29. Kt-K sq.	29. Kt-Kt
30. P-KB3	30. B-Kt
31. P-B4	31. K-Kt5
32. Kt-Kt2	32. K-K6
33. P-B5	33. Kt-Kt
34. P-KtP	34. Kt-Kt sq.
35. P-Kt7	35. P-P
36. B-B4	36. K-B6
37. P-P	37. B-P
38. B-Kt8	38. B-P

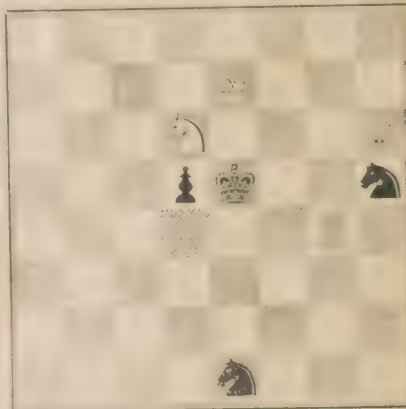
The play throughout was of a high standard, and almost entirely free from oversights and blunders. The only serious oversight was made by Winter in a game with Capablanca. At a stage in which he had somewhat the better position he made a present of his Queen to his opponent, Sultan Khan, present British champion.

increased his reputation considerably, and, in consequence, his career in the next few years will be followed with deep interest. He is not a book-player; in fact, he does not speak a word of English and has never read an English or other work treating of the Royal Game. It is quite possible that he will originate a new style of play. At Hastings he inflicted a defeat upon Capablanca, the first experience of that kind which the great world-master has ever had in a British tournament.

Mr. R. P. Mitchell, who made so creditable a score, belongs to the Admiralty, is a member of the City of London club, and president of the Kingston and Thames Valley Club. The winner of the Premier Tournament, Dr. Euwe, is a professor of mathematics at Amsterdam, thirty years of age. He has an eye on the world-championship and is sure to be an early challenger for that honour. Our game this month will be the interesting and highly instructive dual played between this player and Sultan Khan at Hastings.

PROBLEM No. 2a (by S. Loyd)

Black—4 pieces



White—4 pieces

White to move and mate in two moves.

MUZIO GAMBIT

WHITE	BLACK
1. P-K4	1. P-K4
2. P-KB3	2. P-P
3. Kt-KB3	3. P-KKt4
4. B-B4	4. P-Kt5
5. Kt-B3	5. P-Q4
6. B-P	6. P-Kt1
7. Q-P	7. Kt-KB3
8. Q-P	8. B-K2
9. Castles	9. P-QR4
10. P-QKt4	10. P-P
11. B-Kt2	11. R-R3
12. Kt-K2	12. K-R
13. Q-R6	13. R-Kt sq.
14. Kt-B4	14. B-B sq.
15. B-P	15. R-Kt5
16. Q-R5	16. B-Kt2
17. Kt-K6	17. Resigns
18. B-Kt	

BRIEF BRILLIANCIES, No. 2.

WON BY M. L. U.S.A. champion against Leonhardt).

END GAME No. 2.

White (2 pieces)—K on QR2, R on KR3.

Black (4 pieces)—K on QB4, R on KKt4. Pawns on QKt5 and QR6.

White to play and draw.

BOYS' CHAMPIONSHIP

This annual London event, for boys under 18, took place this year at the new Empire Social Chess Club, Whiteley's, Bayswater. There were sixteen entries, and the result was a tie for first place between A. J. Bernfield, S. Black, and F. E. Tunworth.

GIRLS' CHAMPIONSHIP

Although open to all girls under twenty-one years of age this event is practically confined to London. It was instituted a few years ago by Mrs. Arthur Rawson, foundress of the very successful Imperial Chess Club. The winner

holds a beautiful Cup presented by the Hon. Mrs. Hamilton Russell. Play this year took place at the Imperial Club, and resulted in the victory of Miss H. Bullen.

CIVIL SERVICE CHESS

A big match in January—4 boards—between the Civil Service and Surrey resulted in a victory for Surrey by 2½ games to 1½. The scores on the top boards were as follows:

CIVIL SERVICE	SURREY
G. W. Smith	H. C. G. G. G.
H. H. Smith	H. C. G. G. G.
W. O. W. Smith	H. C. G. G. G.
R. C. C.	H. C. G. G. G.

LONDON CONGRESS

Simultaneously with the Hastings Congress the London Chess League held its annual Congress at St. Benet's Institute, Fleet Street—a tournament which, for evident reasons, is widely departed. The final scores in the principal tournament were: H. Golombek and J. H. Morrison, 4½ points each; G. A. Showalter, 4; J. M. H. Ford, 3½; J. A. J. Druitt and C. B. H. H. 4; each; F. N. Braund and S. G. Howell Smith, 3½ each; G. E. Wernick, 3; and F. A. Joyce, 2. The tie between Golombek and Morrison is to be played off in a match of three games up.

CHESS SOLUTIONS

The following are the solutions to this month's Chess problems on this page.

SOLUTION TO PROBLEM No. 2. (3-mover by W. Finlayson).

Key: B-B7.
If 1, K-Q4; 2, Q-R6, K-K4; 3, Q mates.
If 1, K-B4; 2, Q-KR2, K-Kt5; 3, B-Kt mate.
If 1, Kt either P; 2, Q-KR2 ch; etc.
If 1, Kt else; 2, Q-KR2 ch; etc.

Comment.—A nice setting of the pieces is always an attractive feature. Here is a very nice setting that cannot but please and attract because of its symmetry. A kind of problem that is harder to compose than to solve.

SOLUTION TO PROBLEM No. 2a (2-mover by S. Loyd).

Key: P-B1.
If 1, Kt-R, 4, B-Kt, mate.
If 1, P-Q5; 2, R-K4 mate.
If 1, Kt-Kt2; 2, Kt-B7 mate.

Comment.—A delightful little conception of the American wizard, Sam Loyd; the sacrifice of R with such little material as B and Kt in hand very surprising; there is good variety.

SOLUTION TO END GAME No. 2.

1. K-Kt3	K-Kt4
2. R-KB3	R-K4
3. R-R3	R-B6 ch
4. R-R	P-R
5. K-BP	
6. R-Kt3	R-K4
7. R-Kt5 ch	R-K8
8. R-Kt2	R-K5
9. K-R4	R-Kt8 ch

WEST MIDLAND OFFICIALS

When Councillor W. D. Forsyth, Mayor of Walsall, accorded a civic reception to the representatives of the Midland municipalities, comprising the West Midland district, he expressed his personal appreciation of all that the work of Nalogo meant to him as a mayor. Having congratulated the organisation upon its growing membership, Coun. Forsyth said one of the things which commended the Association's work most to him was its benevolent activities. He appreciated the contributions readily made to the charities in Walsall. Since his election as Mayor he had received a good deal of kindness from officials in the West Midland district; kindness which he greatly appreciated. After the business of the meeting, the Mayor took tea with the delegates.

NO ACTION.—"That no action be taken on the matter," was the decision of the Ossett B.C. when a request from the Divisional Secretary of the National Association of Local Government Officers for an interview to be granted in connection with recent decisions of the

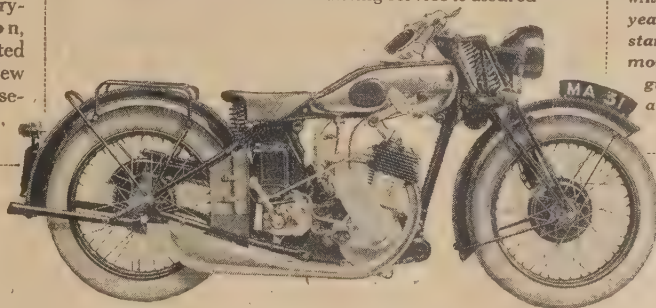
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AUCTION BRIDGE

By NEVILLE HOBSON

COMPLEXITIES OF "CONTRACT"

IT is proposed to conduct this column for the time being under the title of "Auction Bridge" and to concentrate upon "Auction"—as distinct from its recent offshoot, "Contract."

As Mr. John Beamish, in one of his recent articles in the *Yorkshire Post*, states, Contract Bridge is becoming too complex and unless something is done, and done quickly, to simplify it, the public will abandon the game in sheer despair of ever mastering its intricacies. If there should be doubt in the minds of any of my readers as to this, let them peruse two or three of the standard works on Contract Bridge and analyse the subtle artificialities which are now being introduced, so as to enable players to lead up safely to slam bidding. Had these extravagant conventions been of a uniform nature and the American and English authorities agreed upon the same systems, it might have been possible to regard Contract Bridge as affording some degree of cheery relaxation, but the game has now been so much elaborated and cramped with technicalities that no player can safely enter upon a game with strangers without holding a detailed and lengthy inquiry regarding all kinds of matters and understandings, which it is essential to agree and assimilate before a successful partnership can be attempted.

AUCTION

I propose to consider during the next few months certain fundamental principles incidental to bidding and the play of the hands, and it is all to the credit of the leading English writers that they are in substantial agreement as to these. Be-

fore differentiating between initial declarations and subsequent ones, I would like to consider the criticism which is not infrequently directed against "thin bids." Again and again a player is bound to realise—at a critical score—that the approximate odds in favour of getting his contract are only 2 to 3, and the following factors should be borne in mind when considering the general attitude to be adopted under these circumstances.

Provided the odds are not more adverse than suggested above, it should be remembered that it is much easier to play with dummy than against it, and this advantage in the case of a sound player frequently represents at least one extra trick, and it can safely be estimated to represent a minimum gain of about half a trick under normal circumstances. Moreover, the declarer knows every card against him and can play false cards with impunity, and when the adversary makes the first lead he does not know the nature of dummy's hand, whereas the declarer is not called upon to play any card until he knows the strength and nature of dummy.

Whilst the bidding may admittedly clarify the position as regards the nature of the hand of one's partner and afford considerable assistance when playing against the declarer, there can be no doubt that the latter obtains a big advantage from the fact that he knows the precise 26 cards against which he has to play. True, he does not know their exact distribution, but this is a big asset as compared with the difficulty of each of his opponents in knowing specifically the 13 cards which combine with his own to complete the defence.

REWARDS AND PENALTIES

These are inclined to favour the offensive. For example, to be 1 down in spades only represents 14 net loss if holding 4 honours, or 32 if holding 3 honours. In the former case, 2 down would only entail a loss of 64 unless doubled—which is usually a better proposition than a fairly certain game for the other side in their call. Even if the contract had been doubled, a loss of 200 less 36 (representing a deficiency of 164) can usually be

regarded as a sound insurance if the game has been clearly saved thereby, provided it is rubber game and neither side is a game in. The trick promoting value of long suits (even though somewhat short of quick tricks) is very great, whereas the longer a suit the more limited is its scope in defence.

The above observations should not be construed as an inducement to violent overcalling, as "flag-flying" should be used judiciously and regarded as something to be reserved for exceptional occasions. Now that it is generally accepted that a minor suit may be bid on two quick tricks and a major suit on A.K.xx with comparatively little outside support, care should be taken to assess fully the significance of a pass by one's partner, and overcalling under such circumstances must be carefully controlled. Under any circumstances, there is no point in obvious overbidding, where either one's own side or the opponents are a game in. It should be reserved strictly for rubber game and the more judiciously this means of defence or counter-attack is used in the earlier games, the less risk is entailed of serious doubling. An overcall should not, however, exceed at the maximum two probable tricks, as—whilst a loss of 200 less the honours may well merit the saving of rubber points (which cannot be estimated at less than from 300 to 350)—a deficiency of 3 tricks doubled is obviously not worth the saving of a rubber.

In operating these suggestions regarding overcalling, it should be borne in mind that the degree to which "flag-flying" can justifiably be carried depends upon the standard of efficiency in the play of the cards. It is doubly fatal to overbid and then to lose unnecessarily a trick or tricks on the table.

The generally accepted principle underlying detailed initial bids in (a) No Trumps; (b) Minor Suits; (c) Major Suits respectively will be considered in the next article, and appropriate examples will be given.

COMPETITION

It is proposed to run a simple competition at an early date—for which the Editor will offer a few small prizes. Full details will appear in the March issue.

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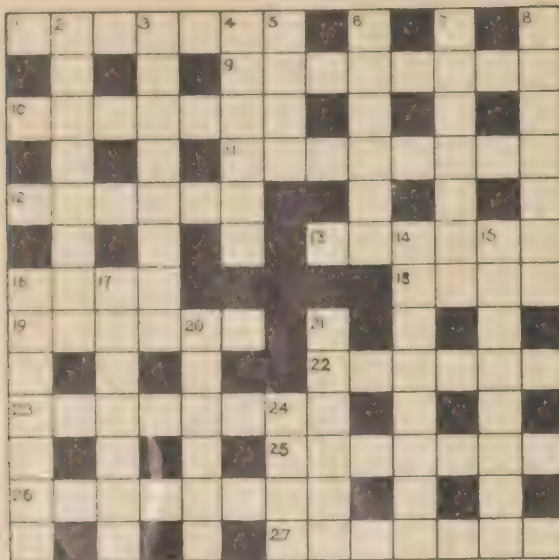
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OUR CROSS-WORD PUZZLE

No. 2



CLUES, ACROSS

1. Perhaps the Air Force hurried away for fear of being sold by chance.
9. He is an extreme sceptic, though at first nothing can be got out of him.
10. This is an age of cultivation.
11. I die last, although I'm unpractical.
12. It may be pink or tinned.
13. Resort.
16. My ship expresses loyalty to me.
18. Our generation centres its hopes in the future (hidden).
19. A small saint hiding in long grass.
22. You might expect liveliness when a fairy carries its tail on its head.
23. A rum seat. (Anag.)
25. Garment.
26. These are not fish carvers though they may be E.P. Slices.
27. I told a tale in a wayside inn, although I'm a parsnip.

CLUES, DOWN

- Friendly vehicle in a distance.
3. Men lift a thread like object.
4. This machine will not run on the spirit that is in it.
5. "The dog it was that —"
6. An optical illusion possibly re Magi.
7. Here's your mail, sir, or something analogous.
8. Can you add a cubit to this?
14. Intended.
15. Whether I'm fixed or not, I go in tin.
16. Would the tee dare to solve the problem thus brought into being?
17. Evidently Saul sat during this attack led by a fool.
20. We should all like to be this where taxes are concerned.
21. Strive against sister.
24. Hard or soft and may be painful.

BRANCH PUBLICATION

Writing in the last issue of Nalگو Notes, the publication of the Lancashire County Branch of the N.A.L.G.O., Mr. A. H. Daft, the Chairman, says: "Never during the history of the Association has there been so much work well done as during 1930. Plenty yet remains to be done and I feel that I can look forward with confidence to the same enthusiasm, energy and self-sacrifice during the coming year on the part of all those who have the welfare of the Association at heart." The Notes also contain useful information to the Public Assistance officer, a draft of the revised branch rules as well as the regular features. The most recent addition takes the form of an Exchange and Mart column, advertisements being inserted free of charge, it being understood that a proportion of the "deal" goes to the B and O Fund.

SUPERANNUATION

The County Accountant of Essex in a memorandum to the Finance Committee points out that the Council's superannuation fund may be submitted to the Commissioners of Inland Revenue for their approval under Section 32 of the Finance Act, 1921, and if obtained the Council would not have to pay tax on interest earned by investments made from this source. The Council would then compound with the Commissioners in regard to tax on contributions returned to officers under the Superannuation Act and the officer would receive his contributions in full without any deduction of tax, the Council making flat rate payments from the fund at the rate of one third of the full amount of income tax in force during the current year.

REGIONAL GOVERNMENT

THAT a system of Regional Government would be preferable to the existing system of dual central and local control formed the subject of debate at the recent meeting of the Birmingham and West Midlands Regional Group of the Institute of Public Administration. Mr. E. A. R. Werner, chairman of the Group, presided.

Mr. E. Ashby, who, it may be recalled, was awarded the Haldane Medal in 1929 for an essay on this subject, said that the main principle would be the creation of larger areas of local government and the resultant elimination of existing local authorities and local boundaries. He was not suggesting a grouping of existing bodies, but of areas into regions under the control of one authority for each region. The kind of area which would constitute the new sphere of local government was one comprising a combination of town and countryside, such as had now been actually created by the Minister of Transport for the purpose of the Road Traffic Act.

Mr. Ashby claimed that such a scheme would confer great economies, a large amount of the administration at present centred in the Health, Pensions, and Labour Ministries would be transferred to the Regional Councils. Under his scheme more direct responsibility would be given to the Chief Officers of administrative departments, and he gave details to show how this would be brought about.

Mr. F. Smith, who was for the negative, pointed out that the idea of regional government was not new, as similar proposals in main outline were considered and rejected by Parliament in 1888. While the scheme was apparently logical, and would undoubtedly bring certain benefit, he thought the price to be paid would be too great, as it would break down local tradition and local interest, the very things which made public life worth having. In the main, local Councils did their work well, and he could not perceive Regional Councils lifted high above the people functioning successfully.

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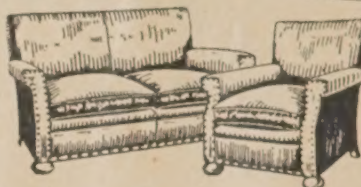
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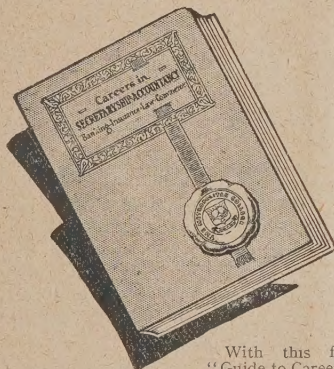
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